

R E C O M M E N D A T I O N S

OF

THE TRIBUNALS

FOR



NON-JOURNALIST NEWSPAPER EMPLOYEES

12TH AUGUST 1980

(To be published in Part II Section (3) Sub-section (i) of the Gazette of India Extraordinary on 26.12.1980).

Government of India/Bharat Sarkar  
Ministry of Labour/Swaram Mantralaya

...

Dated New Delhi, the 26th December, 1980.

O R D E R

S.O. NO. \_\_\_\_\_, WHEREAS for the purpose of enabling the Central Government to fix or revise rates of wages in respect of non-journalist newspaper employees and working journalists, two Wage Boards were constituted under section 13C and section 9 of the Working Journalists and Other Newspaper Employees ( Condition of Service ) and Miscellaneous Provisions Act, 1955 ( 45 of 1955 ) on the 11th June, 1975 and the 6th February, 1976 by the notifications of the Government of India in the Ministry of Labour Nos. S.O. 1958 and 809, dated the 11th June, 1976 and the 6th February, 1976, respectively.

AND WHEREAS, the said two Wage Boards could not function effectively;

AND WHEREAS, the said two Wage Boards were replaced by the Tribunals for Non-journalist Newspaper Employees and Working Journalists by the Central Government in exercise of powers conferred on it by sub-section (1) of section 13DD read with sub-section (1) of section 13AA of the said Act by notifications of the Government of India in the Ministry of Labour Nos. S.O. 81(E) and S.O. 82 (E), both dated the 9th February, 1979;

AND WHEREAS, the aforesaid Tribunals submitted their recommendations to the Central Government on the 13th August, 1980;

AND WHEREAS, the Central Government proposes to examine paragraph 18 of Chapter II and Chapter IV and paragraph 11 of Chapter VI of the said recommendations and until such examination is complete and orders are issued separately in that behalf, the newspaper establishments shall continue to pay dearness allowance at the rates applicable immediately before the date of issue of this Order;

AND WHEREAS, the Central Government has accepted the other recommendations of the said Tribunals contained in Chapters II, IV and VI of the recommendations appended in Schedule to this order, subject to the

modifications hereinafter specified, being modifications which in the opinion of the Central Government, do not effect important alterations in the character of the other recommendations;

NOW, THEREFORE, in exercise of the powers conferred by section 12 of the Working Journalists and Other Newspaper Employees (Conditions of Service, and Miscellaneous Provisions Act, 1955 (45 of 1955), the Central Government hereby orders that -

(a) for sub-paragraph (9) of paragraph 20 of Chapter II, the following sub-paragraph shall be substituted, namely :-

"(9) These recommendations will not affect the terms and conditions on which additional emoluments and additional allowances referred to in rule 3 (a) and 3 (b) were granted."

(b) for sub-paragraph (13) of paragraph 20 of Chapter II, the following sub-paragraph shall be substituted, namely :-

"(13) Where an employee is fitted into a scale in accordance with the provisions of these rules he shall be entitled to count increment in the appropriate scale on the same date on which he was entitled to it immediately before this Order."

(c) for sub-paragraph (9) of paragraph 21 of Chapter IV, the following sub-paragraph shall be substituted, namely :-

"(9) These recommendations will not affect the terms and conditions on which additional emoluments and additional allowances referred to in rule 3 (a) and 3 (b) were granted."

(d) for sub-paragraph (13) of paragraph 21 of Chapter IV, the following sub-paragraph shall be substituted, namely:-

"(13) Where an employee is fitted into a scale in accordance with the provisions of these rules he shall be entitled to count increment on the same date on which he was entitled to it immediately before this Order."

(e) the establishments in all classes of news agencies which are at present paying house rent allowance shall continue to pay the same.

(f) the recommendations will not affect the quantum of house rent allowance if the same is higher than that admissible in terms of the recommendations in respect of the employees of the news agencies.

The Schedule

Recommendations contained in  
Chapters II, IV and VI.

(R.K.A. Subrahmanyam,  
Additional Secretary

To

The General Manager,  
Government of India Press,  
Mayapuri, Ring Road, New Delhi.

No.V.24040/6/80- WB

Dated the 26th December, 1980,

Copy forwarded with a copy of Notification to:-

1. All State Governments/ Union Territories
2. Shri D.G. Palekar, 'Ashok' Vanarai Co-operative Housing Society, Lonawala, Distt. Poona.
3. The Chief Labour Commissioner(Central) , New Delhi (with 15 s/copies..
4. The Secretary, Indian & Eastern Newspaper Society, Ragi Marg, New Delhi.
5. The Secretary General, Indian Federation of Working Journalists, 29, New Central Market, Connaught Circus, New Delhi.
6. The President ,All India Newspaper Employees Federation, Block No.6, Tanibai Nivas, Wadala, Bombay-31.
7. General Secretary, All Indian Newspaper Employees Federation, Flat No.29, New Central Market, Connaught, Circus, New Delhi.
8. General Secretary, Indian Languages Newspapers Association, Janmabhumi Bhawan, Ghoga St.Fort.,Bombay.
9. Ministry of Information & Broadcasting, New Delhi( With 5 spare copies,..
10. Regional Labour Commissioner (Central), Bombay.

R.A.C. (21/12/80)  
( R.S. Deshpande )  
Deputy Secretary

**PART—I**

RECOMMENDATIONS OF THE TRIBUNAL FOR  
NON-JOURNALIST NEWSPAPER EMPLOYEES  
OF NEWSPAPER ESTABLISHMENTS OTHER  
THAN NEWS AGENCIES

**CHAPTER—I : INTRODUCTORY**

**CHAPTER—II : RECOMMENDATIONS**



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## CHAPTER—I

### INTRODUCTORY

The Government of India by Notification No. S.O. 81(E) dated the 9th February, 1979, of the Ministry of Labour, constituted a Tribunal under Section 13 DD (1) of the Working Journalists & Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955, for the purpose of fixing and revising rates of wages in respect of Non-Journalist Newspaper Employees, on the ground that the Wage Board constituted on 11th June, 1975 under Section 13 C of the said Act had not been able to function effectively. I was requested to take over as the Tribunal for the said purpose.

It has to be recalled that the Wage Board referred to above, had consisted of a Chairman, Independent Members and Members representing Employers and Employees (vide Annexure-I).

By a letter dated the 5th November 1975 addressed by the Deputy Secretary, Ministry of Labour, to the Chairman of the Wage Board, the Board was requested "to fix interim rates of wages" in respect of Non-Journalist Newspaper Employees in terms of Section 13A of the Act. The Board, thereafter, issued a questionnaire and heard (i) the representatives of the organisations of the employers and employees, (ii) the representatives of the newspaper establishments and (iii) other unions. The Board in its Report dated the 16th June, 1976, recommended interim rates of wages. The recommendations were enforced on 1st April 1977 by Notification (No. F. V-24040/9/75-WB) dated 1st April, 1977, of the Ministry of Labour which was published in the Gazette of India, Extra Ordinary Part II, Section 3, Sub-Section (ii) of the same date. Thereafter, some newspaper establishments filed writ petitions in various High Courts, *'inter alia'*, on the ground that the Independent Members were not really "independent." No order was then passed by any High Court staying further proceedings of the Wage Board. In the mean time, after submission of the interim report, the Wage Board decided to begin its main enquiry in connection with the fixation of rates of wages or revision thereof and prepared a questionnaire.

The office of the Wage Board at that time found out from the publication "Press in India", as well as the catalogue of newspapers and periodicals published by the Registrar of Newspapers for India, that there were about 12,000 newspapers and 11,000 periodicals registered by him throughout the country. As it was impracticable to send the questionnaire individually to all the newspapers in the country, the office under

the directions of the Board prepared about 8 lists as indicated below :—

#### *List No.*

- I. Ownership units/owners of newspapers.
- II. Newspapers, i.e., dailies, weeklies, bi-weeklies, tri-weeklies and fortnightlies (in all languages) in the Capital towns of each State.
- III. Newspapers i.e., dailies, weeklies, bi-weeklies, tri-weeklies and fortnightlies (in all languages) in district towns of each district.
- IV. Newspapers of political parties.
- V. Newspapers of foreign missions in India.
- VI. Associations of Employers.
- VII. Federations of Unions and Trade Unions.
- VIII. Other Associations and Organisations in the Newspaper Printing Press Industry.
- VIIIA. Indian News Agencies and Foreign News Agencies in India.

Those listed as above were sent the questionnaire and simultaneously, a press-note was issued for information of interested persons throughout India, so that whosoever was interested to answer the questionnaire could obtain a copy from the office. The questionnaire was also issued to the Indian & Eastern Newspaper Society, Indian Languages Newspapers Association and Federations of Trade Unions. The total number of copies of questionnaire issued was 3,516. A few copies were returned through the post office undelivered for various reasons, such as change of address etc. Replies were received from 70 newspaper establishments covering 219 newspapers. To this may be added the replies received from Federations of Employers and Federations of Trade Unions.

The response, as on previous occasions, was not very encouraging, indicating thereby the general apathy and indifference of the newspaper proprietors concerned to place factual data and material to assist the Board. After the replies were received, the Wage Board commenced public sittings to hear the oral submissions of representatives of organisations of employers and employees, individual newspaper establishments and representatives of the trade unions.

Others who wanted to be heard were also heard. The Wage Board held sittings as indicated below :—

Place	Dates
New Delhi	11th to 15th April 1977.
Bangalore	13 & 14th June 1977.
Hyderabad	17th & 18th June 1977.
Ahmedabad	5th & 6th August 1977.
Bombay	14th August 1977 (to hear the parties who were left over at Ahmedabad.)
Bombay	27th & 28th September 1977.
Chandigarh	22nd & 23rd October 1977.
New Delhi	24th to 27th November 1977.

After the last sitting of the Wage Board, the Members representing the employers on the Wage Board intimated to the Chairman and Government that the Employers' Organisations had 'withdrawn' their representatives from the Wage Board. As the members representing the employers on the Wage Board had 'withdrawn' and ceased attending the meetings of the Wage Board, the Chairman thought it desirable to adjourn further sittings and the question of the legal effect of 'withdrawal' was taken up with the Government on 23rd December, 1977. On 5th August 1978, the Chairman was advised to go ahead with the sittings of the Wage Board. Consequently, a meeting of the Board was called in Bombay on 4th September, 1978 to fix the further programme of the Wage Board. When the Wage Board was about to start the next hearing at Madras on 22nd September, 1978, a petition was filed by (1) The Indian & Eastern Newspaper Society, Delhi, (2) The Bennett Coleman & Co. Ltd., Bombay, (3) The Indian Express Newspapers (Bombay) Ltd., (4) The Indian Languages Newspapers Association, Bombay, against the Union of India and the members of the Wage Boards in the Bombay High Court, which by an order made on 19th September 1978 granted a stay of further proceedings before the Wage Board. The Chairman had no option but to cancel all further sittings thereafter. It appears that consultations were thereafter held with the representatives of the employers' organisations and the federations of Trade Unions at Government level and various suggestions were put forward either for reviving the proceedings before the Wage Board or to accept some alternative method to continue with the enquiry of fixing rates of wages for Non-Journalist Newspaper Employees. But no tangible settlement was evolved to end the deadlock. The stalemate continued for some months more. After waiting for some time Government issued an Ordinance on 31st January, 1979, amending the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act of 1955. Consequently, this Tribunal was constituted as stated above on 9th February, 1979.

A Press-note was issued on 19th March 1979, requesting newspaper establishments and trade unions and others who had replied to the main questionnaire to bring the statistical information up-to-date and furnish the same to the Tribunal before the 15th April, 1979.

Similarly, circular letters were also sent to all those who had replied to the main questionnaire to send additional up-to-date statistical information on various questions contained in the questionnaire.

The Tribunal then held sittings at the following places to hear submissions of the parties as indicated below :—

Place	Dates
Bombay	25th and 26th April 1979.
Bombay	14th to 16th May 1979.
Madras	21st to 24th May 1979.
Bombay	18th to 20th June 1979.
Indore	4th and 5th July 1979.
Bombay	9th and 10th July 1979.
Calcutta	20th to 23rd August 1979.
Bombay	29th August 1979.
Bombay	19th and 20th September 1979.
Bombay	15th to 17th, 23rd, 24th and 26th October, 1979.
Bombay	12th to 17th, 19th to 21st and 28th and 29th November 1979.
Bombay	10th to 12th December 1979.

On the material before it, the Tribunal prepared a set of tentative proposals on 15th February, 1980, and wide publicity was given to the same to elicit comments. Comments were filed by Employers, Employees' Unions and their apex bodies. Comments filed by those who had failed to furnish information when previously called upon to do so were excluded from consideration, because it was not possible at this final stage of the enquiry, which had dragged on for nearly 5 years, to reopen the investigatory part of the proceedings or to readily verify the correctness of the facts and figures supplied by them. Others who appeared were heard on the following dates at Bombay :—

Bombay	7th to 9th, 23rd, 24th and 26th April 1980.
Bombay	1st to 3rd, 5th to 8th and 21st to 24th May 1980.

4th to 7th, 23rd, 26th to 28th June 1980.

After reconsidering the whole position in the light of the material before it, the Tribunal has made Recommendations in regard to Non-Journalist Newspaper Employees under Section 13 DD read with Section 13 D and Section 10 of the Act as detailed in Chapter II of this Part.

Bombay  
12th Aug., 1980.

Sd/-  
D. G. PALEKAR  
(TRIBUNAL)

## CHAPTER—II

### RECOMMENDATIONS

#### SECTION—I

##### Preliminary

###### 1. Definitions

The expressions 'Newspaper Establishment', 'Working Journalist' and 'Non-Journalist Newspaper Employee', shall have the same meaning as assigned to them in the Working Journalists and Other Newspaper Employees, (Conditions of Service) and Miscellaneous Provisions Act, 1955, hereinafter called the 'Act'. For the purpose of the recommendations in this Part, 'Newspaper Establishment' shall not include a News Agency.

'Accounting Year' used with reference to a particular year, shall, in the case of a newspaper establishment whose accounting year is a calendar year, mean that calendar year and shall, in the case of a newspaper establishment whose accounting year is different from the calendar year, mean that accounting year of the establishment of which more than half falls in the particular year.

*Example.*—If the accounting year of a newspaper establishment starts from April 1st, reference to the accounting year 1977 in the succeeding paragraphs shall be construed as reference to the accounting year 1977-78 of such establishment. On the other hand, if the accounting year of a newspaper establishment starts from 1st October, reference to the accounting year 1977 in these paragraphs will be construed as reference to the accounting year 1976-77 of that establishment.

In the case of a newspaper establishment where the accounting year starts from 1st July, the accounting year would be the year in which the first six months fall.

'Category' means any of the kind of employees mentioned under the groups set out in paragraph 14.

'Gross Revenue' of a newspaper establishment means revenue derived by the establishment from all sources of its newspaper business, including circulation of and advertisements in its newspaper or newspapers, and also includes income from the assets acquired and investments made by it out of funds earned in the newspaper business.

Revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission allowed is reasonable. Reasonable commission is one which is finally accepted

by the Income Tax authorities in the case of a particular newspaper establishment. In cases where no such final decision of the Income Tax authorities is available, the circulation commission shall be 28% and the advertisement commission shall be 15% of the respective revenues.

#### SECTION—II

##### *Classification of Newspaper Establishments*

2. For the purpose of fixation of wages of the Non-Journalist Newspaper Employees, newspaper establishments shall be classified in the manner herein-after provided.

3. Classification of newspaper establishments should be based on the average gross revenue of 3 accounting years, 1977, 1978 and 1979.

4. In the case of a newspaper establishment completing two out of the aforesaid 3 accounting years, its classification should be determined on the basis of its average gross revenue for these 2 years.

5. In the case of a newspaper establishment which has completed only one year of the said accounting years, its classification should be determined on the basis of its gross revenue for that year.

6. A new newspaper establishment *i.e.*, a newspaper establishment to which the provisions of paras 3, 4 and 5 do not, in terms apply, is liable to be classified after the completion of its first accounting year on the basis of its gross revenue for that year.

7. Notwithstanding anything said in paras 4 to 6 above, a newspaper establishment which is classified on the basis of 2 accounting years shall be placed one class lower than the class in which it is liable to be placed and a newspaper establishment which is classified on the basis of one accounting year, two classes lower. In either case, it shall not be lower than class VII.

8. Where a classified newspaper establishment starts one of its old newspapers from a new centre where it has no other newspaper publication, it shall, so far as the new centre is concerned, be placed for the first 2 accounting years one class below the class in which it would be liable to be placed on the basis of its total gross revenue; and a classified newspaper establishment which starts a new newspaper from a

centre where it has no other newspaper publication, shall be similarly liable to be placed in a lower class for 3 accounting years at the new centre. In either case, it shall not be placed lower than class VII, so far as the new centre is concerned.

9. The classification determined in accordance with the provisions of paragraphs 3 to 8 shall continue until the newspaper establishment is reclassified in accordance with the provisions of paragraph 13.

10. If the ownership of the newspaper establishment is transferred by one person to another, the provisions of paragraphs 2 to 9 shall apply to such newspaper establishment as if the gross revenue of the newspaper establishment for the relevant accounting years under the previous owner were its revenue for those years under the new owner.

11. Newspaper establishments shall be classified under the following 9 classes on the basis of their gross revenue :—

Class	Gross Revenue
IB	Rs. 25 Crores and above.
IA	Rs. 10 Crores and above and less than Rs. 25 Crores.
I	Rs. 4 Crores and above and less than Rs. 10 crores.
II	Rs. 2 Crores and above and less than Rs. 4 Crores.
III	Rs. 1 Crore and above and less than Rs. 2 Crores.
IV	Rs. 50 lakhs and above and less than Rs. 1 Crore.
V	Rs. 25 lakhs and above and less than Rs. 50 lakhs.
VI	Rs. 10 lakhs and above and less than Rs. 25 lakhs.
VII	Less than Rs. 10 lakhs.

12. If the advertisement revenue derived by a newspaper establishment other than one falling in class VII, is less than 40% of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue.

#### *Reclassification*

13. It shall be open either to the Employer or to the Employees to seek a reclassification of a newspaper establishment at any time after the accounting year 1982 on the basis of the average gross revenue of the 3 immediately preceding accounting years, provided that such reclassification should not be sought more than once in any period of 3 consecutive accounting years.

#### SECTION—III

##### 14. *Grouping of Non-Journalist Newspaper Employees*

###### 1. *Administrative Staff :*

###### (a) For Newspaper Establishments other than classes V, VI and VII.

Group 1 : General Manager, Manager and Secretary.

Group 2 : Departmental Managers (those who are in-charge of Circulation, Advertisement Departments, Personnel etc.) Chief Accountant (Accountant), P.R.Os. (classes IB, IA, I and II newspaper establishments).

Group 2A : Liaison Officers, Accounts Officers, Chief Internal Auditor, Assistant Advertisement Managers, Assistant Circulation Managers and Personnel Officers.

Group 3 : Sectional Heads (supervising work of 5 clerks), Business Canvassers, Sales Representatives, Head Clerks, Personal Assistants (Steno-Secretaries), Assistant Accountant, Advertisement Representatives.

**NOTE :** The recommendations in this Part shall not apply to employees other than Non-Journalist Newspaper Employees as defined in the Act though included in the above 4 Groups.

Group 4 : Stenographers, Assistants, Accounts Clerks, Watch and Ward Inspectors, Cashiers, Circulation Inspectors, Advertisement Translators, Senior Clerks, (i.e. those whose work involves special skills). Operators of Accounting machines/Calculating machines and Teleprinters, Field Organisers and those doing audit bureau of circulation, Advertisement Proof Readers, Artists (Commercial & Process).

Group 5 : Junior Clerks (i.e., those doing normal clerical work including acceptance of advertisements and sale of publications, Time Keepers, Typists, Telephone Operators, Addressographers, Receptionists, Franking Machine Operators, Canteen Supervisors, Junior Artists (Commercial and Process)).

Group 6 : Bill Collectors, Daftry or those doing semi-clerical work, Watchmen and Delivery Peons.

Group 7 : Peon, Sweeper, Bearer, Cleaner, Call-boy, Canteen-boy, Water-boy, Mali, Tailor, Orderly, Durwan, Masalchi.

###### (b) For newspaper establishments classes V, VI and VII.

Group 1 : General Manager, Manager and Secretary.

Group 2 : Departmental Managers (those who are in-charge of Circulation, Advertisement Departments, Personnel etc.), Chief Accountant (Accountant).

Group 3 : Sectional Heads (supervising work of 5 clerks), Business Carrvassers, Sales Representatives, Head Clerks, Personal Assistants (steno-secretaries), Assistant Accountant, Advertisement Representative.

Note : The recommendations in this Part shall not apply to employees other than Non-Journalist Newspaper Employees as defined in the Act though included in the above 3 Groups.

Group 4 : Stenographers, Assistants, Accounts Clerks, Watch and Ward Inspectors, Cashiers, Circulation Inspectors, Advertisement Translators, Senior Clerks (i.e., those whose work involves special skills.) Operators of accounting machines/Calculating machines and teleprinters, Field Organisers and those doing audit bureau of circulation advertisement Proof Readers, Artists (commercial and process).

Group 5 : Junior Clerks (i.e., those doing normal clerical work including acceptance of advertisements and sale of publications), Time keepers, Typists, Telephone Operators, Addressographers, Receptionists, Franking Machine Operators, Sanitary Inspectors, Canteen Supervisors, Junior Artists (Commercial and Process).

Group 6 : Bill Collectors, Daftary or those doing semi clerical work, Watchmen and Delivery Peons.

Group 7 : Peons, Sweeper, Bearer, Cleaner, Call-boy, Canteenboy, Waterboy, Mali, Tailor, Orderly, Darwan, Masalchi.

## II. Factory Staff for all Newspaper Establishments

Group 1 : A & B Grade Supervisor, Air Condition Plant Mechanic, Armature Winder, Chief Press Advertising Assistant, Colour-etcher, Film Impositor, Lino Mechanic, Lino Operator, Microfilm Technician, Microfilm Unit Assistant, Mono-Mechanic, Mono-Operator, Motor Mechanic, offset Machineman, Off-set Mechanic, Off-set Printer, Off-set Retoucher, Photographer (Process) Press Advertising Assistant, Printer (Foreman Composing Supervisor), Reprophotographer, Rotary Mechanic, Senior Paster, Senior Printer, Supervisor, Supervisor (composing, weekly job and other sections.), T.T.S. Operator, Cameraman (Off-set), Senior Mechanic.

Group 2 : APL Operator, Assistant Colour Printer, Assistant Layout-man, Assistant Foreman, Assistant Printer, Block-room Assistant, Block-room Man, Camera Operator, Colour Printer, Contact Operator, Conveyor Striket Machineman, Corrector, Deputy Foreman (Guillotine), Engraver, Enlarger Operator, Filing Assistant, Flongman, Graining Machineman, Haitone etcher, Headingman, Imposer, Joiner, Junior Lino Mechanic, Junior Printer, Fudlow Operator, Make-up man, Page-man, Metal Printer, Operator Colour (Highly skilled), Photogravure Machineman, Photo Lettering Machine Operator, Process Assistant, Process Printci, Proofing Machineman (off-set), Reelstar Machineman, Rotarmachine Headman, Rotary Machineman (General), Rotary Machineman, Sarang, Stereo Blockman, Stereo Caster, Stereo Castingman, Stereo Casting Head man, Stereo Fireman, Stereo Mouldingman, Stonehand, Junior Mechanic.

Group 3 : Air Condition Plant Cleaner, Assistant Mukadam, Assistant Printing Machineman (all categories), Caster, Carpenter, Charge Hand (Palatia), Chipper or Router, Colour work Proofing Pressman, Copy Holder, Cutter, Cycle Mistry, Dark room Assistant, Driver, El-Rod Operator, Electrician, Fitter Hammerman, Hand Compositor, Hand Pressman, Caster, Machineman (except Rotary Machineman), Machineman (other than printing), Manglenian, Mason, Metal Caster, Mistry, Mono-Caster, Moulder, News Daftary, Off-Inkman, Operator (Black & White), Painter, Plate Maker (Black & White), Plumber, Roller-maker, Rotary Mukadam, Ruling Machineman, Senior Chargehand, Sign writer, Store Mukadam, Turner, Wireman, Welder, Stereoman.

Group 4 : Assistant Machineman, Assistant Fitter, Assistant Welder, Assistant Electrician, Assistant Turner, (all with 5 years service) Blacksmith, Cook, Cutting Machineman, Distributor, Treadleman, Lineetcher.

Group 5 : Baller Mukadam, Barman, Binder, Case Room Cleaner, Colour-work Examiner, Counter, Daftary, Dhobi, Feeder, Flyboy, Gally Pressman, Ravildar, Head-peon, Interlay Cutter, Jamadar, Knife Sharpner, Lead Melter, Liftman, Lino Cleaner, Lock-up man, Mounter, Mono-cleaner, Numberer, Packer, Paperman, Plate Grinder, Proof Puller, Reel Minder, Rollerman, Semi-skilled Baller, Store-paper counter, Stitcher, Wheeler, (Rotary

Cleaner), All other semi skilled attendants, Cleaners, and helpers by whatever name they are called.

Group 6 : Baller, Binding boy, Mazdoor, Reel Loader and Unloader, Trolleyman.

15. The categories mentioned above are those which are generally found in newspaper establishments. Some newspaper establishments have created other categories which are peculiar to the establishments and not generally considered to be essential by other establishments. Where in an establishment any individual category is already fixed in a higher group, it shall not be placed in a lower group.

16. It is not obligatory for a newspaper establishment to employ any or all of the categories mentioned in the groups above. Functions of some categories may be combined, in which case the employee shall be deemed to belong to the highest category of which functions are normally performed by him. In other cases, the principal duties performed by an employee should determine the category of the employee, neither designation nor casual or occasional work should be taken into account for such categorisation.

#### SECTION IV

##### Remuneration

###### 17. Wages, Scales and Grades

Non-Journalist Newspaper Employees of different groups employees in different classes of newspaper establishments should be paid basic pay per mensem in accordance with the scales as shown in Table I attached hereto.

##### Dearness Allowance

18. The existing fixed Dearness Allowance, variable Dearness Allowance and Basic Wage including interim relief granted by Government by order dated 1-4-1977 are pegged, as the case may be, at the All India Average Consumer Price Index Number 400 (1949=100) which is the basis for the payment of variable Dearness Allowance for the year commencing 1-1-1979 and at Index Number 425 (1949=100) which is the basis for the payment of variable Dearness Allowance for the year commencing 1-1-1980. The relevant date for the application of revised scales of pay and Dearness Allowance is 1-10-1979 in the case of employees of Newspaper Establishments placed in classes IB, IA, I, II and III, and the relevant date for employees of other establishments is 1-10-1980. The new variable Dearness Allowance will be substituted for the old one on these two dates for the respective employees of other establishments is 1-10-1980. The Allowance, however, the old series with base 1949=100 will be discontinued and the series with base 1960=100 will be followed. The new variable Dearness Allowance will vary with every rise or fall of 6 points in the Consumer Price Index Number of the series 1960=100. It will be revised half-yearly on

1st April and 1st October at the rate of Rs. 5 for every variation of 6 points. The Dearness Allowance will also vary with wage slabs as illustrated in Table II attached to the recommendations.

#### SECTION V

##### Other Allowances

###### 19.(a) House Rent Allowance

House Rent Allowance as indicated in Table III attached herewith will also be paid by Newspaper Establishments mentioned therein to their employees posted in the respective zones. Provided that :—

- (1) Where an employee is provided residential accommodation by a Newspaper Establishment, no House Rent Allowance will be payable.
- (2) If an employee is being paid House Rent Allowance, the same will be adjusted against the amount of House Rent Allowance payable under this provision.
- (3) Where a newspaper establishment contributes on behalf of an employee any amount towards a fund to enable the employee to own his residential accommodation, such amount shall be adjusted against House Rent Allowance payable under this provision.

###### (b) Night Shift Allowance

Night Shift Allowance will be paid to an employee at the rates as shown in Table IV attached herewith by newspaper establishments mentioned therein, provided that where an employee is already in receipt of Night Shift Allowance either in cash or kind or both, the same or the money value thereof shall be adjusted against the amount payable under this provision.

#### SECTION VI

##### 20. Fitment Rules

(1) For the purpose of fitment rules an "employee" means a "Non-Journalist Newspaper Employee."

(2) The "Present Emoluments" of an employee shall mean his Basic Pay, Fixed Dearness Allowance, variable Dearness Allowance at the Consumer Price Index Number 400 and 425 as the case may be, (base 1949=100) and Interim Relief (by way of Adhoc payment) applicable individually, granted in pursuance of the Notification dated 1st April, 1977, issued by the Government of India, Ministry of Labour, in respect of Non-Journalist Newspaper Employees.

(3)(a) The "Additional Emoluments" of an employee shall mean emoluments other than the "Present Emoluments" referred to in rule (2) granted by Newspaper Establishments, as a result of collective

bargaining, agreement or award, as increase in Basic wage, Dearness Allowance or Interim Relief.

(b) The "Additional Allowances" of an employee shall mean any monthly payments, by whatever name called, not related to a specific purpose nor agreed to be adjusted against any revision of pay or Dearness Allowance.

(4) The "Revised Pay Scale" shall mean the pay scale applicable to an employee as per these recommendations.

(5) The revised scales of pay and Dearness Allowance shall come into force with effect from 1st October, 1979, in respect of classes Ib, IA, I, II and III. With regard to classes IV, V, VI and VII, the revised scales of pay and Dearness Allowance shall come into force with effect from 1st October, 1980. These dates will be referred to hereinafter as the "relevant dates."

(6) Every employee with his "Present Emoluments" will be brought on to the revised pay scale with effect from the relevant date and fitted into that pay scale at the appropriate stage, either at the initial new minimum or higher than the initial in the pay scale, as the case may be.

(7) In case the present emoluments of an employee are higher than the minimum of the revised pay scale, but not at the level with any stage in the revised pay scale, he will be stepped up to the immediate next level.

(8) In addition, every employee shall be given one increment in the revised pay scale for completion of every five years' service in the pay scale prior to the relevant date. The total number of increments shall not be more than two.

#### *Provided that*

(i) no employee shall get more than the maximum of the revised pay scale.

(ii) in no case should the total of the present emoluments be reduced as a result of fitment or operation of the provisions contained in these recommendations; the balance, if any, may be treated as Personal Pay to be absorbed in future increments.

(9)(a) These recommendations will not affect the terms and conditions on which 'Additional Emoluments' referred to in Rule (3)(a) were granted.

(b) 'Additional Allowances' referred to in Rule (3)(b) shall be treated as Personal Pay to be absorbed in future increments of the revised pay scales.

(10) Within six months from the date of publication of Government Notification enforcing these recommendations every employee shall exercise his option either to retain his existing pay scale and

"Present Emoluments" or to come on the revised pay scale with effect from the relevant date.

(11) The "Present Emoluments" together with Variable Dearness Allowance as per the last Wage Board will continue to be paid till such time as the option is exercised by an employee under rule (10).

(12) When a newspaper establishment is reclassified under para 13 above, the employee should be fitted into the revised pay scale appropriate to that class. When the basic pay does not coincide with a stage in the revised pay scale of that class the employee should be fitted at the next higher stage when the classification goes up and at the next lower stage, when the classification goes down. In the latter case, the higher existing basic pay should be protected and the difference between the existing basic pay and the pay to which he is so fitted may be treated as personal pay or it may be absorbed in future increments.

(13) Where an employee is fitted into a scale in accordance with the provisions of these rules as on the relevant dates, he should be entitled to count increments in the appropriate scale as from that date.

21. A Non-Journalist Newspaper Employee, during his apprenticeship period shall be paid a stipend of 60 per cent of the Basic pay and Dearness allowance applicable to the post for which he is being trained.

22. Subject to the provisions of the standing orders applicable to a particular newspaper establishment, a Non-Journalist Newspaper Employee may be employed as a probationer for a period not exceeding one year during which, he shall be paid basic pay of not less than the minimum of the scale applicable to the class of establishment and group in which he is a probationer alongwith the allowances attached to the post. In the case of a Non-Journalist Newspaper employee acting as a probationer in a higher post if he is drawing more than the minimum pay of the higher post, then, he should get 10% of the minimum pay of the higher post in addition to his salary of the lower post during the probationary period.

#### *Date of Operation*

23. (1) Recommendations with regard to revised scales of pay and Dearness Allowance shall be operative in respect of the respective newspaper establishment from the relevant dates applicable to it in accordance with Para 20(5).

(2) The rest of the recommendations shall come into force from the date of the order of the Central Government under Section 12 giving effect to the recommendations.

#### *Payment of Arrears*

24. The arrears payable, if any, as a result of retrospective operation provided in para 20(5) should be paid in not more than two instalments, not later than nine months from the date of the publication of the order of the Central Government under Section 12 of the Act.

TABLE—I

## NON JOURNALISTS

## ADMINISTRATIVE STAFF

Class of establishment.	Group of employees	SCALES	Years
IB	1	No Scales.	
(Rs. 25 crores and above)	2	Rs. 1140-50-1340-75-1640-90-1910-110-2240 (4) (4) (3) (3)	14
	2A	Rs. 990-45-1170-60-1410-70-1620-85-1875 (4) (4) (3) (3)	14
	3	Rs. 810-40-970-45-1150-50-1350-55-1570 (4) (4) (4) (4)	16
	4	Rs. 770-35-910-40-1070-50-1270-55-1490 (4) (4) (4) (4)	16
	5	Rs. 670-27-778-30-898-33-1030-35-1170 (4) (4) (4) (4)	16
	6	Rs. 610-14-680-15-755-16-819-17-887 (5) (5) (4) (4)	18
	7	Rs. 550-13-615-14-685-15-745-16-809 (5) (5) (4) (4)	18
IA	1	No Scale.	
(Rs. 10 crores and above and less than Rs. 25 crores)	2	Rs. 1090-50-1290-70-1570-85-1825-100-2125 (4) (4) (3) (3)	14
	2A	Rs. 940-45-1120-55-1340-65-1535-80-1775 (4) (4) (3) (3)	14
	3	Rs. 770-35-910-40-1070-50-1270-55-1490 (4) (4) (4) (4)	16
	4	Rs. 735-35-875-40-1035-50-1235-55-1455 (4) (4) (4) (4)	16
	5	Rs. 640-25-740-27-848-30-968-33-1100 (4) (4) (4) (4)	16
	6	Rs. 580-13-645-14-715-15-775-16-839 (5) (5) (4) (4)	18
	7	Rs. 525-12-585-13-650-14-706-15-766 (5) (5) (4) (4)	18

## NON JOURNALISTS

## ADMINISTRATIVE STAFF

Class of establishment.	Group of employees	SCALES	Years
I (Rs. 4 crores and above and less than Rs. 10 crores).	1	No Scale.	
	2	Rs. 1035-50-1235-65-1495-80-1735-95-2020 (4) (4) (3) (3)	14
	2A	Rs. 900-35-1040-50-1240-60-1420-75-1645 (4) (4) (3) (3)	14
	3	Rs. 735-35-875-40-1035-50-1235-55-1455 (4) (4) (4) (4)	16
	4	Rs. 700-30-820-35-960-50-1160-55-1380 (4) (4) (4) (4)	16
	5	Rs. 610-23-702-25-802-27-910-30-1030 (4) (4) (4) (4)	16
	6	Rs. 555-12-615-13-680-14-736-15-796 (5) (5) (4) (4)	18
	7	Rs. 500-11-555-12-615-13-667-14-723 (5) (5) (4) (4)	18
II (Rs. 2 crores and above and less than Rs. 4 crores).	1	Not less than Rs. 1700	
	2	Rs. 840-40-1000-45-1180-55-1345-65-1540 (4) (4) (3) (3)	14
	2A	Rs. 770-35-910-40-1070-50-1220-60-1400 (4) (4) (3) (3)	14
	3	Rs. 685-30-805-35-945-45-1125-50-1325 (4) (4) (4) (4)	16
	4	Rs. 665-30-785-35-925-45-1105-50-1305 (4) (4) (4) (4)	16
	5	Rs. 590-21-674-23-766-25-866-27-974 (4) (4) (4) (4)	16
	6	Rs. 530-11-585-12-645-13-697-14-753 (5) (5) (4) (4)	18
	7	Rs. 475-10-525-11-580-12-628-13-680 (5) (5) (4) (4)	18
III (Rs. 1 crore and above and less than Rs. 2 crores)	1	Not less than Rs. 1,500	
	2	Rs. 770-35-910-40-1070-50-1220-55-1385 (4) (4) (3) (3)	14
	2A	Rs. 735-35-875-40-1035-45-1170-50-1320 (4) (4) (3) (3)	14
	3	Rs. 665-30-785-35-925-40-1085-45-1265 (4) (4) (4) (4)	16
	4	Rs. 630-30-750-35-890-40-1050-45-1230 (4) (4) (4) (4)	16
	5	Rs. 555-19-631-21-715-23-807-25-907 (4) (4) (4) (4)	16
	6	Rs. 500-10-550-11-605-12-653-13-705 (5) (5) (4) (4)	18
	7	Rs. 450-9-495-10-545-11-589-12-637 (5) (5) (4) (4)	18

**NON JOURNALISTS**  
**ADMINISTRATIVE STAFF**

Class of establishment.	Group of employees	SCALES	Years
IV (Rs. 50 lakhs and above and less than Rs. 1 crore)	1	Not less than Rs. 1,000	
	2	Rs. 700-30-820-35-960-45-1095-50-1245 (4) (4) (3) (3)	14
	2A	Rs. 675-30-795-35-935-40-1055-45-1190 (4) (4) (3) (3)	14
	3	Rs. 600-25-700-30-820-35-960-40-1120 (4) (4) (4) (4)	16
	4	Rs. 560-25-660-30-780-35-920-40-1080 (4) (4) (4) (4)	16
	5	Rs. 505-17-573-19-649-21-733-23-825 (4) (4) (4) (4)	16
	6	Rs. 465-9-510-10-560-11-604-12-652 (5) (5) (4) (4)	18
	7	Rs. 425-8-465-9-510-10-550-11-594 (5) (5) (4) (4)	18
V (Rs. 25 lakhs and above and less than Rs. 50 lakhs)	1	Not less than Rs. 1,300	
	2	Rs. 660-30-780-35-920-40-1040-45-1175 (4) (4) (3) (3)	14
	3	Rs. 600-25-700-30-820-35-960-40-1120 (4) (4) (4) (4)	16
	4	Rs. 540-25-640-30-760-35-900-40-1060 (4) (4) (4) (4)	16
	5	Rs. 460-15-520-17-588-19-664-21-748 (4) (4) (4) (4)	16
	6	Rs. 400-9-445-10-495-11-539-12-587 (5) (5) (4) (4)	18
	7	Rs. 350-7-385-8-425-9-461-10-501 (5) (5) (4) (4)	18
VI (Rs. 10 lakhs and above and less than Rs. 25 lakhs)	1	Not less than Rs. 1200	
	2	Rs. 630-3-750-35-890-40-1010-45-1145 (4) (4) (3) (3)	14
	3	Rs. 575-25-675-30-795-35-935-40-1095 (4) (4) (4) (4)	16
	4	Rs. 500-20-580-25-680-30-800-35-940 (4) (4) (4) (4)	16
	5	Rs. 420-13-472-15-532-17-600-19-676 (4) (4) (4) (4)	16
	6	Rs. 375-8-415-9-460-10-500-11-544 (5) (5) (4) (4)	18
	7	Rs. 325-6-355-7-390-8-422-9-458 (5) (5) (4) (4)	18
VII (Less than Rs. 10 lakhs)	1	Not less than Rs. 1,150	
	2	Rs. 605-30-725-35-865-40-985-45-1120 (4) (4) (3) (3)	14
	3	Rs. 540-25-640-30-760-35-900-40-1060 (4) (4) (4) (4)	16
	4	Rs. 480-20-560-25-660-30-780-35-920 (4) (4) (4) (4)	16
	5	Rs. 410-11-454-13-506-15-566-17-634 (4) (4) (4) (4)	16
	6	Rs. 355-7-390-8-430-9-466-10-506 (5) (5) (4) (4)	17
	7	Rs. 300-5-325-6-355-7-383-8-415 (5) (5) (4) (4)	18

**NON JOURNALISTS**  
**FACTORY EMPLOYEES**

Class of establishment.	Group of employees	SCALES	Years
IB (Rs. 25 crores and above)	1	Rs. 770-35-910-50-1110-60-1350-70-1560 (4) (4) (4) (3)	15
	2	Rs. 700-30-820-40-980-50-1180-60-1420 (4) (4) (4) (4)	16
	3	Rs. 675-30-795-35-935-45-1115-50-1315 (4) (4) (4) (4)	16
	4	Rs. 650-30-770-35-910-40-1070-45-1250 (4) (4) (4) (4)	16
	5	Rs. 600-25-725-27-860-29-976-31-1100 (5) (5) (4) (4)	18
	6	Rs. 550-13-615-14-685-15-745-16-809 (5) (5) (4) (4)	18
IA (Rs. 10 crores and above and less than Rs. 25 crores).	1	Rs. 735-35-875-45-1055-55-1275-65-1470 (4) (4) (4) (3)	15
	2	Rs. 670-30-790-35-930-45-1110-55-1330 (4) (4) (4) (4)	16
	3	Rs. 645-30-765-35-905-40-1065-45-1245 (4) (4) (4) (4)	16
	4	Rs. 620-30-740-35-880-40-1040-45-1220 (4) (4) (4) (4)	16
	5	Rs. 570-23-685-25-810-27-918-29-1034 (5) (5) (4) (4)	18
	6	Rs. 525-12-585-13-650-14-706-15-766 (5) (5) (4) (4)	18

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**NON JOURNALISTS**  
**FACTORY EMPLOYEES**

Class of establishment.	Group of employees	SCALES	Years
<b>I</b> (Rs. 4 crores and above and less than Rs. 10 crores)	1	Rs. 700-30-820-40-980-50-1180-60-1360 (4) (4) (4) (3)	15
	2	Rs. 640-30-760-35-900-40-1060-45-1240 (4) (4) (4) (4)	16
	3	Rs. 615-30-735-35-875-40-1035-45-1215 (4) (4) (4) (4)	16
	4	Rs. 590-25-690-30-810-35-950-40-1110 (4) (4) (4) (4)	16
	5	Rs. 540-21-645-23-760-25-860-27-968 (5) (5) (4) (4)	18
	6	Rs. 500-11-555-12-615-13-667-14-723 (5) (5) (4) (4)	18
<b>II</b> (Rs. 2 crores and above and less than Rs. 4 crores)	1	Rs. 665-30-785-35-925-45-1105-55-1270 (4) (4) (4) (3)	15
	2	Rs. 630-30-750-35-890-40-1050-45-1230 (4) (4) (4) (4)	16
	3	Rs. 595-25-695-30-815-35-955-40-1115 (4) (4) (4) (4)	16
	4	Rs. 570-25-670-30-790-35-930-40-1090 (4) (4) (4) (4)	16
	5	Rs. 520-19-615-21-720-23-812-25-912 (5) (5) (4) (4)	18
	6	Rs. 475-10-525-11-580-12-628-13-680 (5) (5) (4) (4)	18
<b>III</b> (Rs. 1 crore and above and less than Rs. 2 crores).	1	Rs. 630-30-750-35-890-40-1050-50-1200 (4) (4) (4) (3)	15
	2	Rs. 595-25-695-30-815-35-955-40-1115 (4) (4) (4) (4)	16
	3	Rs. 570-25-670-30-790-35-930-40-1090 (4) (4) (4) (4)	16
	4	Rs. 550-25-650-30-770-35-910-40-1070 (4) (4) (4) (4)	16
	5	Rs. 500-17-585-19-680-21-764-23-856 (5) (5) (4) (4)	18
	6	Rs. 450-9-495-10-545-11-589-12-637 (5) (5) (4) (4)	18

**NON JOURNALISTS**  
**FACTORY EMPLOYEES**

Class of establishment	Group of employees	SCALES	Years
IV (Rs. 50 lakhs and above and less than Rs. 1 crore).	1	Rs. 575-25-675-30-795-35-935-50-1085 (4) (4) (4) (3)	15
	2	Rs. 540-25-640-30-760-35-900-40-1060 (4) (4) (4) (4)	16
	3	Rs. 520-25-620-30-740-35-880-40-1040 (4) (4) (4) (4)	16
	4	Rs. 500-20-580-25-680-30-800-35-940 (4) (4) (4) (4)	16
	5	Rs. 460-15-535-17-620-19-696-21-780 (5) (5) (4) (4)	18
	6	Rs. 425-8-465-9-510-10-550-11-594 (5) (5) (4) (4)	18
V (Rs. 25 lakhs and above and less than Rs. 50 lakhs).	1	Rs. 490-25-590-30-710-35-850-45-985 (4) (4) (4) (3)	15
	2	Rs. 460-25-560-30-680-35-820-40-980 (4) (4) (4) (4)	16
	3	Rs. 440-20-520-25-620-30-740-35-880 (4) (4) (4) (4)	16
	4	Rs. 420-20-500-25-600-30-720-35-860 (4) (4) (4) (4)	16
	5	Rs. 380-13-445-15-520-17-588-19-664 (5) (5) (4) (4)	18
	6	Rs. 350-7-385-8-425-9-461-10-501 (5) (5) (4) (4)	18
VI (Rs. 10 lakhs and above and less than Rs. 25 lakhs).	1	Rs. 470-25-570-30-690-35-830-40-950 (4) (4) (4) (3)	15
	2	Rs. 445-20-525-25-625-30-745-35-885 (4) (4) (4) (4)	16
	3	Rs. 425-20-505-25-605-30-725-35-865 (4) (4) (4) (4)	16
	4	Rs. 400-20-480-25-580-30-700-35-840 (4) (4) (4) (4)	16
	5	Rs. 360-11-415-13-480-15-540-17-608 (5) (5) (4) (4)	18
	6	Rs. 325-6-355-7-390-8-422-9-458 (5) (5) (4) (4)	18
VII (Less than Rs. 10 lakhs).	1	Rs. 445-25-545-30-665-35-805-40-925 (4) (4) (4) (3)	15
	2	Rs. 415-20-495-25-595-30-715-35-855 (4) (4) (4) (4)	16
	3	Rs. 390-15-450-20-530-25-630-30-750 (4) (4) (4) (4)	16
	4	Rs. 365-15-425-20-505-25-605-30-725 (4) (4) (4) (4)	16
	5	Rs. 330-9-375-11-430-13-482-15-542 (5) (5) (4) (4)	18
	6	Rs. 300-5-325-6-355-7-383-8-415 (5) (5) (4) (4)	18

TABLE II

## RATES OF DEARNESS ALLOWANCE

Basic Pay Slabs	Amounts to be paid for every rise of six points over the index of 363 (1960=100) on 1st April and 1st October every year.
Upto Rs. 300	Rs. 5.00
Rs. 301 to 350	Rs. 5.25
Rs. 351 to 400	Rs. 5.50
Rs. 401 to 450	Rs. 6.00
Rs. 451 to 500	Rs. 6.50
Rs. 501 to 550	Rs. 7.00
Rs. 551 to 700	Rs. 8.00
Rs. 701 to 1000	Rs. 9.00
Rs. 1001 to 1150	Rs. 9.50
Rs. 1151 to 1300	Rs. 10.00
Rs. 1301 to 1600	Rs. 11.00
Rs. 1601 and above	Rs. 11.00

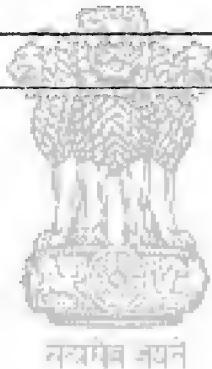


TABLE III  
RATES OF HOUSE RENT ALLOWANCE

Zone (1)	Pay Rs. (2)	Class IB (3)	Class IA (4)	Class I (5)	Class II (6)
<b>'A'</b>					
(Cities/Towns with a population of 20 lakhs and above as per census of 1971).	Rs. 300 to Rs. 1600 Rs. 1601 and above	8% of pay. Maximum Rs. 128 Rs. 128	7% of pay. Maximum Rs. 112 Rs. 112	6% of pay. Maximum Rs. 96 Rs. 96	5% of pay. Maximum Rs. 80 Rs. 80
<b>'B'</b>					
(Cities/Towns with a population of 10 lakhs and above but less than 20 lakhs as per census of 1971).	Rs. 300 to Rs. 1600 Rs. 1601 and above	7% of pay. Maximum Rs. 112 Rs. 112	6% of pay. Maximum Rs. 96 Rs. 96	5% of pay. Maximum Rs. 80 Rs. 80	4% of pay. Maximum Rs. 64 Rs. 64
<b>'C'</b>					
(Cities/Towns with a population of less than 10 lakhs as per census of 1971).	Rs. 300 to Rs. 1600 Rs. 1601 and above	6% of pay. Maximum Rs. 96 Rs. 96	5% of pay. Maximum Rs. 80 Rs. 80	4% of pay. Maximum Rs. 64 Rs. 64	3% of pay. Maximum Rs. 48 Rs. 48

TABLE IV  
RATES OF NIGHT SHIFT ALLOWANCE

Night Shift allowance will be paid as follows :

Newspaper Establishments

Classes IB and IA	Rs. 4—per night.
Classes I and II	Rs. 3—per night.
Class III	Rs. 2 per night.

**PART—II**

**RECOMMENDATIONS OF THE TRIBUNAL FOR  
WORKING JOURNALISTS OF NEWSPAPER  
ESTABLISHMENTS OTHER THAN NEWS  
AGENCIES.**

**CHAPTER—III : INTRODUCTORY**

**CHAPTER—IV : RECOMMENDATIONS**



## CHAPTER—III

### INTRODUCTORY

The Government of India by Notification No. S.O. 82(E), dated the 9th February, 1979, of the Ministry of Labour, constituted a Tribunal under Section 13AA(1) of the Working Journalists and Other Newspaper Employees' (Conditions of Service) and Miscellaneous Provisions Act, 1955, for the purpose of fixing and revising rates of wages in respect of Working Journalists, on the ground that the Wage Board constituted on 6th February, 1976, under Section 9 of the said Act had not been able to function effectively. I was requested to take over as the Tribunal for the said purpose.

It has to be recalled that the Wage Board referred to above had consisted of a Chairman, Independent Members and Members representing Employers and Employees (*vide* Annexure I.).

A letter dated 12th February, 1976 was addressed to the Chairman of the Wage Board by the Deputy Secretary, Government of India, Ministry of Labour, wherein it was stated that as the Central Government was of the opinion that it was necessary "to fix interim rates of wages" in respect of Working Journalists in terms of Section 13A of the Working Journalists and Other Newspaper Employees' (Conditions of Service) and Miscellaneous Provisions Act, 1955, the Wage Board should furnish its views on the question of interim rates of wages to the Government as early as possible. On a consideration of that letter, it was decided that the Secretary of the Board should address a letter to the Ministry enquiring as to what was the material on which the Central Government formed its opinion that it was necessary to fix interim rates of wages in respect of Working Journalists. Accordingly, a letter was addressed to the Ministry. To this, a reply was received on 7th May, 1976, from the Deputy Secretary, enclosing a note setting out the following considerations which prevailed with Government in requesting the Wage Board to give its views on the question of fixation of interim rates of wages to Non-Journalists and Working Journalists :—

(1) The last Wage Board for Working Journalists (second in the series) was appointed on the 12th November, 1963. The Wage Board for Non-Journalists was constituted on the 25th February, 1964. Recommendations of both the Wage Boards were operative in the case of classes I, II and III of newspapers and News Agencies and Class I Periodicals from the 1st January, 1967, and in the case of all others, from the 1st July, 1967. Normally, the recommendations of

the Wage Boards are operative for a period of five years. Therefore, a new wage structure for Working Journalists and also for Non-Journalists was due for introduction in 1972.

(2) In the first week of November 1972, Government received a detailed memorandum along with a copy of a Resolution passed by the National Executive of the N.U.J. (India) saying that the recommendations of the Wage Board had failed to do justice to the Working Journalists in many respects including the question of dearness allowance. It was also pointed out that the revenue of the newspaper establishments had risen substantially and that a third Wage Board should be constituted immediately to render justice to the employees. In the Resolution, a request was also made for the grant of interim relief within 3 months from the date of constitution of the Board. In December, 1972, a representation was received from the Indian Federation of Working Journalists demanding the immediate constitution of the third Wage Board and grant of interim relief pending the award of the new Wage Board. Similarly, representations were received from various unions of Working Journalists.

(3) In January 1973, the All India Newspaper Employees' Federation speaking for non-journalists sent resolutions passed by them on the question of wage revision demanding complete revision of the existing wage structure. The Federation urged the newspaper employers to immediately effect 25% increase in the wages pending final determination of the wage structure on the basis of norms for a need-based wage laid down by the 15th Indian Labour Conference.

(4) For various reasons, the appointment of the two Wage Boards was delayed. The second Wage Board for the non-journalist employees could be constituted only on the 11th June, 1975. The appointment of a Wage Board for working journalists was delayed still further and it could be constituted only on the 6th February, 1976.

(5) Immediately after appointment of these two Wage Boards, demands were received again

for grant of interim relief and these have been brought to the notice of the two Wage Boards.

(6) The system of variable dearness allowance applicable to the Working Journalists and Non-Journalists under the recommendations of the Wage Boards mentioned in Para 1 provides for revision only once in a year whereas in almost all major organised industries, the periodicity of revision is much shorter and in most cases it is quarterly revision. Moreover the rate of compensation (8 annas per point) for increase in the cost of living index is considerably lower than the rates prevailing in the major organised industries where the rate of compensation is Rs. 1.30 per point or near about that figure. As a result of the operation of V.D.A. Scheme since 1967, the real wages of working journalists and non-journalists have been eroded. During the period referred to the workers in other major organised industries have received increases both in terms of money wages and real wages. In the circumstances Government felt that the demand for immediate relief made by the working journalists and non-journalists merits examination without much loss of time.

(7) Going by their experience of the large number of earlier Wage Boards constituted by them, Government felt that recommendations of the two Wage Boards covering newspaper establishments spread throughout the country might also take considerable time to be worked out, and therefore considered that interim wage rates could be fixed in relation to both working journalists and non-journalists so as to avoid any agitations/industrial unrest which could jeopardise industrial peace.

(8) Government accordingly decided to request the two Wage Boards to give their views on the question of interim rates of wages to enable Government to consider further action, if any, in terms of Section 13A and 13D of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

The Board thereafter issued a questionnaire and heard the Federations of the unions and other unions and Federations of employers and other employers who had replied to the questionnaire on Interim Relief. Others, who were present before the Wage Board were also heard. The Board in its report dated 12th October, 1976 recommended interim rates of wages. The recommendations were enforced on 1st April, 1977 by Notification of the Ministry of Labour No. F. V-24040/9/75-WB dated 1st April, 1977 which was published in the Gazette of India.

Extra Ordinary, Part II—Section 3 of the Sub-section (ii) of the same date. Thereafter, some newspaper establishments filed writ petitions in various High Courts, 'inter alia' on the ground that the Independent Members were not really 'independent'. No order was then passed by any High Court staying further proceedings of the Wage Board. In the meantime, after submission of the interim report, the Wage Board decided to begin its main enquiry in connection with the fixation of rates of wages or revision thereof and prepared a questionnaire.

The office of the Wage Board at that time found out from the publications "Press in India" as well as the catalogue of newspapers and periodicals published by the Registrar of Newspapers for India, that there were about 12,000 newspapers and 11,000 periodicals registered by him throughout the country. As it was impracticable to send the questionnaire individually to all the newspapers in the country, the office under the directions of the Board prepared about 8 lists as indicated below :—

*List No.*

- I. Ownership units/Owners of newspapers.
- II. Newspapers, *i.e.*, dailies, weeklies, bi-weeklies, tri-weeklies and fortnightlies (in all languages) in the capital towns of each State.
- II. Newspapers, *i.e.*, dailies, weeklies, bi-weeklies, tri-weeklies and fortnightlies (in all languages) in the district towns of each district.
- IV. Newspapers of political parties.
- V. Newspapers of foreign missions in India.
- VI. Associations of Employers.
- VII. Federations of Unions and Trade Unions.
- VIII. Other Associations and Organisations in the Newspaper Printing Press Industry.
- VIIIA. Indian News Agencies and Foreign News Agencies in India.

Those listed as above were sent the questionnaire and simultaneously a press-note was issued for information of interested persons throughout India, so that whosoever was interested to answer the questionnaire could obtain a copy from the office. The questionnaire was also issued to the Indian and Eastern Newspaper Society, Indian Languages Newspapers Association and Federations of Trade Unions. The total number of copies of questionnaire issued was 3,516. A few copies were returned through the post office undelivered for various reasons such as change of address etc. Replies were received from 70 newspaper establishments covering 219 newspapers. To this may be added the replies received from Federations of Employers and Federations of Trade Unions.

The response as on previous occasions was not very encouraging, indicating thereby the general apathy and indifference of the Newspaper Proprietors concerned to place factual data and material to assist the Board. After the replies were received, the Wage Board commenced public sittings to hear the oral submissions of representatives of organisations of employers and employees, individual newspaper establishments and representatives of the trade unions. Others who wanted to be heard were also heard. The Wage Board held sittings as indicated below :—

<i>Places</i>	<i>Dates</i>
New Delhi	11th to 15th April 1977.
Bangalore	13th & 14th June 1977.
Hyderabad	17th & 18th June 1977.
Ahmedabad	5th & 6th August 1977.
Bombay	14th August 1977 (to hear the parties who were left over at Ahmedabad.)
Bombay	27th & 28th September 1977.
Chandigarh	22nd & 23rd October 1977.
New Delhi	24th to 27th November 1977.

After the last sitting of the Wage Board, the Members representing the employers on the Wage Board intimated to the Chairman and Government that the Employers' Organisations had 'withdrawn' their representatives from the Wage Boards. As the Members representing the employers on the Wage Board had 'withdrawn' and ceased attending the meetings of the Wage Board, the Chairman thought it desirable to adjourn further sittings and the question of the legal effect of 'withdrawal' was taken up with the Government on 23rd December, 1977. On 5th August, 1978, the Chairman was advised to go ahead with the sittings of the Wage Board. Consequently, a meeting of the Board was called in Bombay on 4-9-1978 to fix the further programme of the Wage Board. When the Wage Board was about to start the next hearing at Madras on 22-9-1978, a petition was filed by (1) the Indian and Eastern Newspaper Society, Delhi, (2) The Bennett Coleman and Co. Ltd., Bombay, (3) The Indian Express Newspapers (Bombay) Ltd., (4) The Indian Languages Newspapers Association, Bombay, against the Union of India and the Members of the Wage Boards in the Bombay High Court, which by an order made on 19th September 1978 granted a stay of further proceedings before the Wage Board. The Chairman had no option but to cancel all further sittings thereafter. It appears that consultations were thereafter held with the representatives of the employers' Organisations and the federations of Trade Unions at Government level and various suggestions were put forward either for reviving the proceedings before the Wage Board or to accept some alternative method to continue

with the enquiry of fixing rates of wages for Working Journalists. But no tangible settlement was evolved to end the deadlock. The stalemate continued for some months more. After waiting for some time Government issued an Ordinance on 31st January, 1979, amending the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955. Consequently, this Tribunal was constituted as stated above on 9th February 1979.

A Press Note was issued on 19th March, 1979, requesting newspaper establishments and the trade unions and others who had replied to the main questionnaire to bring the statistical information up-to-date and furnish the same to the Tribunal before the 15th April, 1979.

Similarly, circular letters were also sent to all those who had replied to the main questionnaire to send additional up-to-date statistical information on various questions contained in the questionnaire.

The Tribunal then held sittings at the following places to hear submissions of the parties as indicated below :—

<i>Places</i>	<i>Dates</i>
Bombay	25th and 26th April 1979.
Bombay	14th to 16th May 1979.
Madras	21st to 24th May 1979.
Bombay	18th to 20th June 1979.
Indore	4th and 5th July 1979.
Bombay	9th and 10th July 1979.
Calcutta	20th to 23rd August 1979.
Bombay	29th August 1979.
Bombay	19th and 20th September 1979.
Bombay	15th to 17th, 23rd, 24th and 26th October 1979.
Bombay	12th to 17th, 19th to 21st, 28th and 29th November 1979.
Bombay	10th to 12th December 1979.

On the material before it, the Tribunal prepared a set of tentative proposals on 15th February, 1980, and wide publicity was given to the same to elicit comments. Comments were filed by Employers, Employees' Unions and their apex bodies. Comments filed by these who had failed to furnish information when previously called upon to do so were excluded from consideration, because it was not possible at this final stage of the enquiry, which had dragged on for nearly 5 years, to reopen the investigatory part of the proceedings or to readily verify the correctness of the facts and figures supplied by them. Others who

appeared were heard on the following dates at Bombay :—

Bombay: 7th to 9th April, 1980 and 23rd, 24th, 26th and 28th April, 1980.

1st to 3rd and 5th to 8th, 21st to 24th May 1980.

4th to 7th June 1980.

23rd, and 26th to 28th June 1980.

After reconsidering the whole position in the light of the material before it, the Tribunal has made Recommendations in regard to Working Journalists under Section 13AA read with Section 10 of the Act as detailed in Chapter IV in this Part.

Bombay  
12th August, 1980

Sd/-  
(D. G. PALEKAR)



## CHAPTER—IV

### RECOMMENDATIONS

#### SECTION I

##### Preliminary

###### 1. Definitions

The expressions, 'Newspaper Establishment', 'Working Journalist' and 'Non-Journalist Newspaper Employee', shall have the same meaning as assigned to them in the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955, hereinafter called the 'Act'. For the purpose of the recommendations in this Part, 'Newspaper Establishment' shall not include a News Agency.

'Accounting Year' used with reference to a particular year, shall, in the case of a newspaper establishment whose accounting year is a calendar year, mean that a calendar year and shall, in the case of a newspaper establishment whose accounting year is different from the calendar year, mean that accounting year of the establishment of which more than half falls in the particular year.

*Example:* If the accounting year of a newspaper establishment starts from April 1st, reference to the accounting year 1977 in the succeeding paragraphs shall be construed as reference to the accounting year 1977-78 of such establishment. On the other hand, if the accounting year of a newspaper establishment starts from 1st October, reference to the accounting year 1977 in these paragraphs will be construed as reference to the accounting year 1976-77 of that establishment.

In the case of a newspaper establishment where the accounting year starts from 1st July, the accounting year would be the year in which the first six months fall.

'Category' means any of the kind of employees mentioned under the groups set out in paragraph 14.

'Gross Revenue' of a newspaper establishment means revenue derived by the establishment from all sources of its newspaper business, including circulation of and advertisements in its newspaper or newspapers, and also includes income from the assets acquired and investments made by it out of funds earned in the newspaper business.

Revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission so allowed

is reasonable. Reasonable commission is one which is finally accepted by the Income Tax authorities in the case of a particular newspaper establishment. In cases where no such final decision of the Income Tax authorities is available, the circulation commission shall be 28 per cent and the advertisement commission shall be 15 per cent of the respective revenues.

#### SECTION II

##### Classification of Newspaper Establishments

2. For the purpose of fixation of wages of Working Journalists, newspaper establishments shall be classified in the manner hereinafter provided.

3. Classification of newspaper establishments should be based on the average gross revenue of 3 accounting years 1977, 1978 and 1979.

4. In the case of a newspaper establishment completing two out of the aforesaid 3 accounting years, its classification should be determined on the basis of its average gross revenue for these 2 years.

5. In the case of a newspaper establishment which have completed only one year of the said accounting years, its classification should be determined on the basis of its gross revenue for that year.

6. A new newspaper establishment *i.e.*, a newspaper establishment to which the provisions of paras 3, 4 and 5 do not, in terms, apply, is liable to be classified after the completion of its first accounting year on the basis of its gross revenue for that year.

7. Notwithstanding anything said in paras 4 to 6 above, a newspaper establishment which is classified on the basis of 2 accounting years shall be placed one class lower than the class in which it is liable to be placed and a newspaper establishment which is classified on the basis of one accounting year, two classes lower. In either case, it shall not be lower than class VII.

8. Where a classified newspaper establishment starts one of its old newspapers from a new centre where it has no other newspaper publication, it shall, so far as the new centre is concerned, be placed for the first 2 accounting years one class below the class in which it would be liable to be placed on the basis of its total gross revenue; and a classified newspaper establishment which starts a new newspaper from a centre where it has no other newspaper publication, shall be similarly liable to be placed in a lower class

for 3 accounting years at the new centre. In either case, it shall not be placed lower than class VII, so far as the new centre is concerned.

9. The classification determined in accordance with the provisions of paragraphs 3 to 8 shall continue until the newspaper establishment is reclassified in accordance with the provisions of paragraph 13.

10. If the ownership of the newspaper establishment is transferred by one person to another, the provisions of paragraphs 2 to 9 shall apply to such newspaper establishment as if the gross revenue of the newspaper establishment for the relevant accounting years under the previous owner were its revenue for these years under the new owner.

11. Newspaper establishments shall be classified under the following 9 classes on the basis of their gross revenue :

Class	Gross Revenue
-------	---------------

IB      Rs. 25 Crores and above.

IA      Rs. 10 Crores and above and less than Rs. 25 Crores.

I      Rs. 4 Crores and above and less than Rs. 10 Crores.

II      Rs. 2 Crores and above and less than Rs. 4 Crores.

III     Rs. 1 Crores and above and less than Rs. 2 Crores.

IV     Rs. 50 lakhs and above and less than Rs. 1 Crore.

V      Rs. 25 lakhs and above and less than Rs. 50 lakhs.

VI     Rs. 10 lakhs and above and less than Rs. 25 lakhs.

VII    Less than Rs. 10 lakhs.

12. If the advertisement revenue derived by a newspaper establishment, other than one falling in class VII, is less than 40 per cent of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue.

#### *Reclassification*

13. It shall be open either to the Employer or to the Employees to seek a reclassification of a newspaper establishment at any time after the accounting year 1982 on the basis of the average gross revenue of the 3 immediately preceding accounting years, provided that such reclassification should not be sought more than once in any period of 3 consecutive accounting years.

### SECTION III

#### *Grouping of Working Journalists*

##### 14. I. *Full time employees :*

(a) In newspaper establishments of classes other than classes V, VI and VII.

##### Group 1. Editor.

Group 1A. Resident Editor, Associate Editor, Joint Editor, Deputy Editor.

Group 1B. Assistant Editor, Leader Writer, Chief of News Bureau, News Editor, Special Correspondent.

Group 2. Deputy or Assistant News Editor, Chief Reporter, Chief Sub-Editor, Sports Editor, Commercial Editor, Film Editor, Magazine Editor, Cartoonist, Chief of Statistical or Research Division, Chief News Photographer, Chief Librarian, Chief Index Assistant, Chief Calligraphist, Chief Artist, Principal Correspondent in State capitals accredited to the State Government, Correspondent accredited to the Central Government other than a Special Correspondent and other sectional or batch heads, not placed in a higher category.

Group 2A. Deputy Chief Sub-Editor or Senior Sub-Editor, Deputy Chief Reporter or Senior Reporter, Senior Correspondent, Senior Calligraphist, Senior Artist, Senior Librarian and Senior Index Assistant.

Group 3. Sub-Editor, Reporter, Correspondent, News Photographer, Artist, Calligraphist, Librarian, Index Assistant, Chief Proof Reader.

Group 4. Proof Reader and all Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

(b) In newspaper establishments of classes V, VI and VII :—

##### Group 1. Editor.

Group 1B. Assistant Editor, Leader Writer, News Editor, Special Correspondent.

Group 2. Chief Sub Editor, Chief Reporter, Sports Editor, Commercial Editor, Cartoonist, Chief of Statistical Division, Chief of Research Division, Principal Correspondent in State Capitals accredited to the State Government, Correspondent accredited to the Central Government other than a Special Correspondent.

Group 3. Sub-Editor, Reporter, Correspondent, News Photographer, Calligraphist, Artist, Librarian, Index Assistant and Chief Proof Reader.

Group 4. Proof Reader and all Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

(For functional definitions of various categories of Working Journalists, See Schedule I)

## II. Part-time Employees :—

'Part-time Correspondent' means a Correspondent who is a part time employee of a newspaper establishment and whose principal avocation is that of journalism.

15. It is not obligatory for a newspaper establishment to employ any or all of the categories mentioned in the groups above. Some of the functions may be combined, in which case the employee shall be deemed to belong to the highest category of which functions are normally performed by him. Any of the categories mentioned in para 14 I above which is treated by any newspaper establishment as belonging to a higher group shall, so far as that establishment is concerned, continue in the higher group.

16. The principal duties performed by an employee should determine the category of such employee, neither designation nor casual or occasional work should be taken into account for such categorisation.

## SECTION IV

### Remuneration

#### 17. Wages, Scales and Grades

Working Journalists of different groups employed in different classes of newspaper establishments should be paid basic pay per mensem in accordance with the scales as shown in Table I attached hereto.

#### Dearness Allowance

18. The existing fixed Dearness Allowance, variable Dearness Allowance and Basic Wage including interim relief granted by Government by order dated 1st April, 1977 are pegged, as the case may be, at the All India Average Consumer Price Index Number 400 (1949 = 100) which is the basis for the payment of variable Dearness Allowance for the year commencing 1st January, 1979 and at Index Number 425 (1949 = 100) which is the basis for the payment of variable Dearness Allowance for the year commencing 1st January, 1980. The relevant date for the application of revised scales of pay and Dearness Allowance is 1st October, 1979 in the case of employees of Newspaper Establishments placed in classes IB, IA, I, II and III and the relevant date for employees of other establishments is 1st October, 1980. The new variable Dearness Allowance will be substituted for the old one on these two dates for the respective employees. In calculating the new variable Dearness Allowance, however, the old series with base 1949 = 100 will be discontinued and the series with base 1960 = 100 will be followed. The new variable Dearness Allowance will vary with every rise or fall of 6 points in the Consumer Price Index Number of

the series 1960 = 100. It will be revised half-yearly on 1st April and 1st October at the rate of Rs. 5 for every variation of 6 points. The Dearness Allowance will also vary with wage slabs as illustrated in Table II attached to the recommendations.

#### Part-time Correspondents

19. Every part-time Correspondent shall be paid not less than  $\frac{1}{3}$ rd of the basic wage (Basic pay + D.A.) applicable to a full-time Correspondent at similar level. In addition, payment should be made to him on column basis, the rate to be settled by mutual negotiations. Provided that no newspaper establishment shall put any restriction on a part-time Correspondent that he will not work for more than one newspaper unless he is appointed full time.

## SECTION V

### Other Allowances

#### 20. (a) House Rent Allowance :

House Rent Allowance as indicated in Table III attached herewith will also be paid by newspaper establishments mentioned therein to their employees posted in the respective zones. Provided that (1) where an employee is provided residential accommodation by a newspaper establishment, no House Rent Allowance will be payable. (2) If an employee is being paid House Rent Allowance, the same will be adjusted against the amount of House Rent Allowance payable under this provision. (3) where a newspaper establishment contributes on behalf of an employee any amount towards a fund to enable the employee to own his residential accommodation, such amount shall be adjusted against House Rent Allowance payable under this provision.

#### (b) Night Shift Allowance

Night Shift Allowance will be paid to an employee at the rates as shown in Table IV attached herewith by newspaper establishments mentioned therein, provided that where an employee is already in receipt of Night Shift Allowance either in cash or kind or both, the same or the money value thereof shall be adjusted against the amount payable under this provision.

## SECTION VI

#### 21. Fitment Rules :

- (1) For the purpose of fitment rules an "employee" means a "Working Journalist".
- (2) The "Present Emoluments" of an employee shall mean his basic pay, Fixed Dearness Allowance, variable Dearness Allowance at the Consumer Price Index Number 400 and 425 as the case may be, (base 1949 = 100) and Interim Relief (by way of *ad hoc*

payment) applicable individually, granted in pursuance of the Notification dated 1st April, 1977, issued by the Government of India, Ministry of Labour, in respect of Working Journalists.

- (3) (a) The "Additional Emoluments" of an employee shall mean emoluments other than the "Present Emoluments" referred to in rule (2) granted by Newspaper Establishments, as a result of collective bargaining, agreement or award, as increase in Basic wage, Dearness Allowance or Interim Relief.
- (b) The "Additional Allowances" of an employee shall mean any monthly payments, by whatever name called, not related to a specific purpose nor agreed to be adjusted against any revision of pay or Dearness Allowance.
- (4) The "Revised Pay Scale" shall mean the pay scale applicable to an employee as per these recommendations.
- (5) The revised pay scales and Dearness Allowance shall come into force with effect from 1st October, 1979 in respect of classes IB, IA, I, II and III. With regard to classes IV, V, VI and VII, the revised pay scales and Dearness Allowance shall come into force with effect from 1st October, 1980. These dates will be referred to hereinafter as the 'relevant dates'.
- (6) Every employee with his "Present Emoluments" will be brought on to the revised pay scale with effect from the relevant dates and fitted into that pay scale at the appropriate stage, either at the initial new minimum or higher than the initial in the pay scale, as the case may be.
- (7) In case the present emoluments of an employee are higher than the minimum of the revised pay scale, but not at the level with any stage in the revised pay scale, he will be stepped up to the immediate next level.
- (8) In addition, every employee shall be given one increment in the revised pay scale for completion of every five years' service in the pay scale prior to the relevant date. The total number of increments shall not be more than two.



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*Provided that :*

- (i) no employee shall get more than the maximum of the revised pay scale.
- (ii) in no case should the total of the present emoluments be reduced as a result of fitment or operation of the provisions contained in these recommendations; the balance, if any,

may be treated as Personal Pay to be absorbed in future increments.

- (9) (a) These recommendations will not affect the terms and conditions on which the "Additional Emoluments" referred to in Rule (3)(a) were granted.
- (b) "Additional Allowances" referred to in Rule (3)(b) shall be treated as Personal Pay to be absorbed in future increments of the revised pay scales.
- (10) Within six months from the date of publication of Government Notification enforcing these recommendations every employee shall exercise his option either to retain his existing pay scale and "Present Emoluments" or to come on the revised pay scale with effect from the relevant dates.
- (11) The "Present Emoluments" together with variable Dearness Allowance as per the last Wage Board will continue to be paid till such time as the option is exercised by an employee under Rule (10).
- (12) When a newspaper establishment is reclassified under Para 13 above, the employee should be fitted into the revised pay scale appropriate to that class. When the basic pay does not coincide with a stage in the revised pay scale of that class the employee should be fitted at the next higher stage when the classification goes up and at the next lower stage, when the classification goes down. In the latter case, the higher existing basic pay should be protected and the difference between the existing basic pay and the pay to which he is so fitted may be treated as personal pay or it may be absorbed in future increments.
- (13) Where an employee is fitted into a scale in accordance with the provisions of these rules as on the relevant dates, he should be entitled to count increments in the appropriate scale as from that date.
22. A Working Journalist, during his apprenticeship period, shall be paid a stipend of 60 per cent of the basic pay and Dearness Allowance applicable to the post for which he is being trained.
23. Subject to the provisions of the standing orders applicable to a particular newspaper establishment, a Working Journalist may be employed as a probationer for a period not exceeding one year during which, he shall be paid basic pay of not less than the minimum of the scale applicable to the class of establishment and group in which he is a probationer alongwith the allowances attached to the post. In the case of a Working Journalist acting as a probationer in a higher post if he is drawing more than the minimum pay of the higher post, then, he should get 10 per cent of the minimum pay of the

higher post in addition to his salary of the lower post during the probationary period.

#### *Date of Operation*

24. (1) Recommendations with regard to Revised Scales of pay and Dearness Allowance shall be operative in respect of the respective newspaper establishments from the relevant date applicable to it in accordance with para 21(5).

(2) The rest of the recommendations shall come into force from the date of the order of the Central Government under Section 12 giving effect to the recommendations.

#### *Payment of Arrears :*

25. The arrears payable, if any, as a result of retrospective operation provided in para 21(5) should be paid in not more than two instalments, not later than nine months from the date of the publication of the order of the Central Government under Section 12 of the Act.

### SCHEDULE I

#### *Group 1*

“Editor” is a person who directs and supervises the editorial side of a newspaper.

#### *Group IA*

“Resident Editor” is a person who performs the functions of an Editor of a newspaper at a centre other than the one from which the newspaper was originally published.

“Associate Editor” or “Joint Editor” or “Deputy Editor” is a person who generally assists the Editor in the performance of the work of the Editor.

#### *Group IB*

“Assistant Editor” is a person who regularly assists the Editor in the discharge of his duties generally in relation to comments and opinions and writes leaders and may also write other copy involving review, comment or criticism.

“Leader Writer” is a person who regularly writes leaders and may also write other copy involving review, comment or criticism.

“News Editor” is a person who co-ordinates and supervises the work of the news department and is responsible for the news content of all the editions of a newspaper.

“Chief of News Bureau” is a person who supervises the work of the news bureau and assigns work to the Bureau members.

“Special Correspondent” is a person whose duties regularly include reporting and interpreting all news of Parliamentary, political and general importance as

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an accredited correspondent or otherwise at the headquarters of the Central Government or at a foreign centre or who regularly performs similar functions in more than one State or at any other place where he is assigned as such.

#### *Group 2*

“Deputy or Assistant News Editor” is a person who assists the news editor in the discharge of his duties generally and/or is in-charge of bringing out the city edition.

“Chief Reporter” is a person who is in-charge of all reporters at a centre of publication, supervises their work and also regularly reports and interprets all news of legislative, political or general importance.

“Chief Sub-Editor” is a person who takes charge of a shift at the news desk, allocates and supervises the work of one or more sub-editors and is generally responsible for the determination of news space and the general display of news in the paper or in a particular edition or part of it.

“Sports Editor” is a person in-charge of the sports section of a newspaper, deals with news and views on sports and allied activities, allocates and supervises the work of one or more reporters and of one or more sub-editors and is generally responsible for the determination of news space and the general display of sports news.

“Commercial Editor” is a person who deals with news and views bearing on commerce, finance, trade and industry, and comments on them and allocates and supervises the work of one or more reporters.

“Film Editor” is a person who deals with news and views bearing on films and stage and is in-charge of specified column or page on stage and screen and supervises the work of one or more working journalists.

“Magazine Editor” is a person who deals with news and views bearing on literary or entertainment items of news value and is in-charge of specified columns or page in respect of literary or such other allied matters and supervises the work of two or more working journalists.

“Cartoonist” is a person who comments upon news and events through cartoons and caricatures.

“Chief of Statistical or Research Division” is a person in-charge of statistical or research division which deals with matters bearing on commerce, finance, trade and industry in a financial paper and supervises the work of one or more working journalists.

“Chief News Photographer” is a person who allocates and supervises the work of one or more news photographers.

“Chief Librarian” or “Chief Index Assistant” or “Chief Calligraphist” or “Chief Artist” is a person who supervises the work of one or more librarians, Index Assistants, Calligraphists and Artists respectively.

### Group 2A

“Deputy Chief Sub-Editor” or “Senior Sub-Editor” is a person who regularly assists the Chief Sub-Editor in the discharge of his duties and acts in his place in his absence.

“Deputy Chief Reporter” or “Senior Reporter” is a person who assists the Chief Reporter and acts in his place in his absence.

“Senior Correspondent” is a person other than special and principal correspondent and his duties include reporting on important news at any important centre other than the centre of publication and has put in service of not less than five years.

“Senior Calligraphist”, “Senior Artist”, “Senior Librarian” and “Senior Index Assistant” are persons who assist the Chief Calligraphist, Chief Artist, Chief Librarian and Chief Index Assistant respectively and have put in service of not less than five years.

### Group 3

“Sub-Editor” is a person who receives, selects, shortens, summarises, elaborates, translates, edits, and headlines news items of all descriptions and may do some or all of these functions.

“Reporters” is a person who gathers and presents news at a particular centre.

“Correspondent” is a person who gathers and dispatches by wire, post or any other means, news from any centre other than the centre of publication.

“News Photographer” is a person who covers news events of public interest through photographs.

“Artist” is a person who prepares for publication drawing, layouts, maps, graphs or other similar embellishments, illustrations of any kind or of creative art. He may do some or all of these functions.

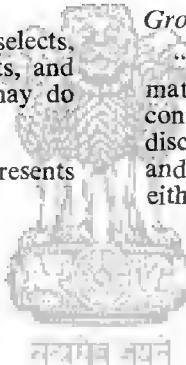
“Calligraphist” is an artist who performs journalistic work and also calligraphs matters.

“Librarian” or “Index Assistant” is a person who prepares and maintains records relating to news and views which are used as background or fill out for current stories. Persons not performing any of these functions shall not be covered.

“Chief Proof Reader” is one who allocates and supervises the work of one or more proof readers and is in-charge of a shift.

### Group 4

“Proof Reader” is a person who checks up printed matter of proof with Editor’s copy to ensure strict conformity of the former with the latter. Factual discrepancies, slips of spelling, mistakes of grammar and syntax may also be discovered by him and he either corrects or gets them corrected.



## WORKING JOURNALISTS

TABLE I

Class of establishment	Group of employees	SCALE	Years
IB (Rs. 25 crores and above)	1A	No Scale. Rs. 1800-150-2400-175-2925-200-3525 (4) (3) (3)	10
	1B	Rs. 1550-120-2030-140-2590-160-3070 (4) (4) (3)	11
	2	Rs. 1400-90-1760-100-2160-130-2550-150-2850 (4) (4) (3) (2)	13
	2A	Rs. 1100-75-1475-90-1925-100-2225-135-2630 (5) (5) (3) (3)	16
	3	Rs. 1000-65-1325-75-1700-90-2060-105-2480 (5) (5) (4) (4)	18
	4	Rs. 800-40-1000-45-1225-55-1445-65-1705 (5) (5) (4) (4)	18
IA (Rs. 10 crores and above and less than Rs. 25 crores)	1	No Scale.	
	1A	Rs. 1700-140-2260-165-2755-185-3310 (4) (3) (3)	10
	1B	Rs. 1450-110-1890-135-2430-155-2895 (4) (4) (3)	11
	2	Rs. 1350-85-1690-90-2050-125-2425-145-2715 (4) (4) (3) (2)	13
	2A	Rs. 1050-70-1400-85-1825-95-2110-130-2500 (5) (5) (3) (3)	16
	3	Rs. 950-60-1250-70-1600-85-1940-100-2340 (5) (5) (4) (4)	18
	4	Rs. 750-35-925-40-1125-50-1425-60-1565 (5) (5) (4) (4)	18

Class of establishment	Group of employees	SCALE	Years
I	1	No Scale.	
(Rs. 4 crores and above and less than Rs. 10 crores)	1A	Rs. 1600-125-2100-150-2550-180-3090 (4) (3) (3)	10
	1B	Rs. 1350-100-1750-125-2250-150-2700 (4) (4) (3)	11
	2	Rs. 1250-80-1570-85-1910-125-2285-140-2565 (4) (4) (3) (2)	13
	2A	Rs. 950-60-1250-80-1650-90-1920-125-2295 (5) (5) (3) (3)	16
	3	Rs. 900-55-1175-65-1500-80-1820-95-2200 (5) (5) (4) (4)	18
	4	Rs. 700-30-850-35-1025-45-1205-55-1425 (5) (5) (4) (4)	18
II	1	Not less than Rs. 2,700	
(Rs. 2 crores and above and less than Rs. 4 crores)	1A	Rs. 1400-100-1800-125-2175-150-2625 (4) (3) (3)	10
	1B	Rs. 1335-95-1715-120-2195-140-2615 (4) (4) (3)	11
	2	Rs. 1200-75-1500-80-1820-100-2120-130-2380 (4) (4) (3) (2)	13
	2A	Rs. 900-55-1175-75-1550-85-1805-120-2165 (5) (5) (3) (3)	16
	3	Rs. 850-50-1100-60-1400-75-1700-90-2060 (5) (5) (4) (4)	18
	4	Rs. 650-30-800-35-975-45-1155-50-1355 (5) (5) (4) (4)	18
II	1	Not less than Rs. 2,400	
(Rs. 1 crore and above and less than Rs. 2 crores)	1A	Rs. 1250-90-1610-100-1910-125-2285 (4) (3) (3)	10
	1B	Rs. 1200-70-1480-80-1800-100-2100 (4) (4) (3)	11
	2	Rs. 1050-65-1310-70-1590-80-1830-90-2010 (4) (4) (3) (2)	13
	2A	Rs. 850-50-1100-60-1400-70-1610-80-1850 (5) (5) (3) (3)	16
	3	Rs. 800-35-975-45-1200-55-1420-65-1680 (5) (5) (4) (4)	18
	4	Rs. 600-25-725-30-875-35-1015-40-1175 (5) (5) (4) (4)	18

Class of establishment	Group of employees	SCALE	Years
IV (Rs. 50 lakhs and above and less than Rs. 1 crore)	1	Not less than Rs. 2,200	
	1A	Rs. 1100-80-1420-90-1690-110-2020 (4) (3) (3)	10
	1B	Rs. 1050-50-1250-60-1490-70-1700 (4) (4) (3)	11
	2	Rs. 900-45-1080-50-1280-55-1445-70-1585 (4) (4) (3) (2)	13
	2A	Rs. 750-35-925-45-1150-55-1315-65-1510 (5) (5) (3) (3)	16
	3	Rs. 615-30-765-40-965-55-1185-60-1425 (5) (5) (4) (4)	18
	4	Rs. 550-25-675-30-825-35-965-40-1125 (5) (5) (4) (4)	18
V (Rs. 25 lakhs and above and less than Rs. 50 lakhs)	1	Not less than Rs. 1,500	
	1B	Rs. 900-45-1080-50-1280-55-1445 (4) (4) (3)	11
	2	Rs. 825-40-985-45-1165-50-1315-55-1425 (4) (4) (3) (2)	13
	3	Rs. 540-25-665-30-815-35-955-40-1115 (5) (5) (4) (4)	18
	4	Rs. 500-20-600-25-725-30-845-35-985 (5) (5) (4) (4)	18
VI (Rs. 10 lakhs and above and less than Rs. 25 lakhs)	1	Not less than Rs. 1,200	
	1B	Rs. 700-40-860-45-1040-50-1190 (4) (4) (3)	11
	2	Rs. 625-35-765-40-925-45-1060-50-1160 (4) (4) (3) (2)	13
	3	Rs. 475-20-575-25-700-30-820-35-960 (5) (5) (4) (4)	18
	4	Rs. 450-20-550-25-675-30-795-35-935 (5) (5) (4) (4)	18
VII (Less than Rs. 10 lakhs)	1	Not less than Rs. 1,150	
	1B	Rs. 650-35-790-40-950-45-1085 (4) (4) (3)	11
	2	Rs. 540-30-660-35-800-40-920-45-1010 (4) (4) (3) (2)	13
	3	Rs. 425-20-525-25-650-30-770-35-910 (5) (5) (4) (4)	18
	4	Rs. 400-15-475-20-575-25-675-30-795 (5) (5) (4) (4)	18

TABLE II  
RATES OF DEARNESS ALLOWANCE

Basic Pay Slabs	Amounts to be paid for every rise of six points over the index of 363 (1960 = 100) on 1st April and 1st October every year
Upto Rs. 300	Rs. 5.00
Rs. 301 to 350	Rs. 5.25
Rs. 351 to 400	Rs. 5.50
Rs. 401 to 450	Rs. 6.00
Rs. 451 to 500	Rs. 6.50
Rs. 501 to 550	Rs. 7.00
Rs. 551 to 700	Rs. 8.00
Rs. 701 to 1000	Rs. 9.00
Rs. 1001 to 1150	Rs. 9.50
Rs. 1151 to 1300	Rs. 10.00
Rs. 1301 to 1600	Rs. 11.00
Rs. 1601 and above	Rs. 11.00

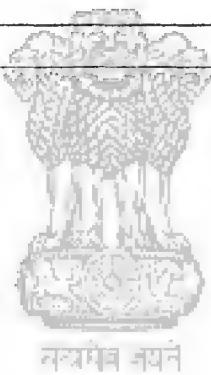


TABLE III  
RATES OF HOUSE RENT ALLOWANCE

Zone	Pay Rs.	Class - IB	Class - IA	Class - I	Class - II
1	2	3	4	5	6
<b>'A'</b>					
(Cities/Towns with a population of 20 lakhs and above as per census of 1971)	Rs. 300 to Rs. 1600 Rs. 1601 and above.	8% of pay Maximum Rs. 128 Rs. 128	7% of pay Maximum Rs. 112 Rs. 112	6% of pay Maximum Rs. 96 Rs. 96	5% of pay Maximum Rs. 80 Rs. 80
<b>'B'</b>					
(Cities/Towns with a population of 10 lakhs and above but less than 20 lakhs as per census of 1971)	Rs. 300 to Rs. 1600 Rs. 1601 and above.	7% of pay Maximum Rs. 112 Rs. 112	6% of pay Maximum Rs. 96 Rs. 96	5% of pay Maximum Rs. 80 Rs. 80	4% of pay Maximum Rs. 64 Rs. 64
<b>'C'</b>					
(Cities/Towns with a population of less than 10 lakhs as per census of 1971).	Rs. 300 to Rs. 1600 Rs. 1601 and above	6% of pay Maximum Rs. 96 Rs. 96	5% of pay Maximum Rs. 80 Rs. 80	4% of pay Maximum Rs. 64 Rs. 64	3% of pay Maximum Rs. 48 Rs. 48



TABLE IV  
RATES OF NIGHT SHIFT ALLOWANCE

Night Shift Allowance will be paid as follows :—

Newspaper Establishments

Class I-B and I-A	Rs. 4 per night.
Class I and II	Rs. 3 per night.
Class III	Rs. 2 per night.

**PART—III**

**RECOMMENDATIONS OF THE TRIBUNAL  
FOR NEWSPAPER EMPLOYEES OF  
NEWS AGENCIES.**

**CHAPTER—V : INTRODUCTORY**

**CHAPTER—VI : RECOMMENDATIONS.**



## CHAPTER—V

### INTRODUCTORY

As defined in the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955, hereinafter called the 'Act', an Establishment for conducting any News Agency is also a newspaper establishment. Hence, its provisions applicable to a newspaper establishment automatically apply to an establishment conducting a News Agency shortly described as a News Agency.

The staff of the News Agencies consists of (1) Working Journalists and (2) Non-Journalist Newspaper Employees. The latter comprises administrative and technical staff.

The first Wage Board for Working Journalists under the Chairmanship of Mr. Justice Divatia had made its recommendations with regard to Working Journalists of the News Agencies. After its recommendations were set aside by the Supreme Court, the Wage Committee for Working Journalists made its proposals which, in effect, applied to foreign news agencies and the two national news agencies, the Press Trust of India and the Hindustan Samachar.

Thereafter in 1963-64, two Wage Boards were appointed under the common Chairmanship of Mr. Justice Shinde, one of them for the Working Journalists under the statute and the other for Non-Journalist Newspaper Employees which was non-statutory. These Boards also made their recommendations with regard to News Agencies. But due to paucity of evidence, scales of wages of Non-Journalist Newspaper Employees in the technical departments except those of the P.T.I. were not prescribed.

After the Act was amended to include the Non-Journalist Newspaper Employees, the two Wage Boards which were appointed in 1975-76 under the common Chairmanship of Mr. Palekar, one for Working Journalists and the other for Non-Journalist Newspaper Employees, both of which were statutory, followed the usual procedures, as previously detailed in Parts I & II, in respect of news agencies also. Interim Relief was also recommended.

By this time, the 4 national News Agencies, namely, the Press Trust of India, the United News of India,

the Hindustan Samachar and the Samachar Bharati had been integrated into the Samaehar. Since the gross revenue of all combined exceeded Rs. 2 crores, the Committee on the Integration of Personnel of Samachar under the Chairmanship of Mr. Billimoria, placed Samachar in class I, and gave to the integrated Personnel generally class I scales as prescribed by the Shinde Boards for daily newspapers and News Agencies. It also made provision for certain allowances and benefits which were not prescribed by the Shinde Boards. The Samachar further granted Interim Relief as recommended by the Wage Boards referred to above.

On 14th April, 1978, the Samaehar was dissolved and the 4 News Agencies were relegated to their *status-quo-ante*. The Tribunal which succeeded the Wage Boards on their dissolution, after giving full opportunity to the News Agencies and their staff to make their representations, decided tentatively on 15th February, 1980 that further investigation could wait. Since comments were invited, the employees of some of the News Agencies objected to the decision. The managements were given further opportunity to be heard and the Tribunals reversed the tentative decision and issued thereafter fresh tentative proposals on 5th May, 1980. Comments were invited, and interested parties were heard. Of the 4 national News Agencies, neither the managements nor the employees' representatives of Hindustan Samachar and Samachar Bharati sent their comments or appeared before the Tribunals for being heard. On a consideration of the material before it, the Tribunals for Working Journalists and Non-Journalist Newspaper Employees make the following recommendations in respect of the News Agencies in Chapter VI of this Part.

Bombay  
12 Aug. 1980

D. G. Palekar  
(TRIBUNAL)

## CHAPTER—VI

### RECOMMENDATIONS

#### SECTION—I

##### Preliminary

###### 1. *Definitions* .

The expressions, 'Working Journalist' and 'Non-Journalist Newspaper Employee' shall have the same meaning as assigned to them in the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955, hereinafter called the 'Act'.

A News Agency is an establishment conducting a news agency and shall include the 4 Indian News Agencies viz., (1) The Press Trust of India, (2) The United News of India, (3) Hindustan Samachar and (4) Samachar Bharati.

'Accounting Year' shall mean the corresponding financial year of a News Agency.

'Category' means any of the kind of employees mentioned under the groups set out in Paras 7 and 8.

'Gross Revenue' of a News Agency means its total revenue from all sources, including subscription revenue derived by selling its services.

#### SECTION—II

2. For the fixation of wages of the Journalist and Non-Journalist Newspaper Employees of News Agencies, the latter shall be classified in the manner hereinafter provided.

3. Classification of the News Agencies shall be based on the average gross revenue for a year calculated on the basis of the gross revenue derived by them from 14th April, 1978 to 31st December, 1979.

4. Classification determined in accordance with paragraph 3 above shall continue until the News Agency is reclassified in accordance with the provisions of paragraph 6.

5. News Agencies shall be classified under the following 4 classes on the basis of their gross revenue—

Class	Gross Revenue
I	Rs. 2 Crores and above.
II	Rs. 1 Crore and above and less than Rs. 2 Crores.

III	Rs. 50 lakhs and above and less than Rs. 1 Crore.
IV	Less than Rs. 50 lakhs.

Note : Foreign News Agencies, i.e., those operating in India with their principal office outside India shall be treated as Class I News Agencies.

6. It shall be open either to the Employer or to the Employee to seek a reclassification of a News Agency after the accounting year 1982 on the average gross revenue of the 3 immediately preceding accounting years, provided that such reclassification should not be sought more than once in any period of 3 consecutive accounting years.

#### SECTION III

##### 7. *Grouping of Journalist Employees* :—

###### I. *Full time employees*

Group 1 Chief Editor, Deputy Chief Editor, Group 1A Chief of Divisional Bureau, Editor and other equivalent posts.

Group 1B Special Correspondent, Foreign Correspondent, News Editor, Chief Reporter, Chief of State Bureau.

Group 2 Chief Sub-Editor, Senior Correspondent.

Group 2A Senior Sub-Editor, Senior Reporter.

Group 3 Sub-Editor, Correspondent, Reporter (For definitions, see Schedule attached hereto).

###### II. *Parttime-Employees Principal*

They are part-time Correspondents whose principal avocation is that of journalism.

##### 8. *Grouping of Non-Journalist Employees*

###### Group 1.

(a) Chief of Administration, Financial Controller-cum-Secretary.

(b) Chief Engineer, Accounts Manager, Manager (Personnel),

## ERRATA

### Recommendations of the Tribunals for Working Journalists and Non-Journalists

S. No.	Page No.	Chapter Para Line	For
1.	5	12th Line from top—Right Side	fudlow
2.	5	Group 5, 4th Line Right Side	Ravildar
3.	6	Para 18, Line 18th	Delete the line af In calculating
4.	10	Under the column 'SCALES' against class of estt. IV & Group of employees 1	Not less than Rs.
5.	10	Under column 'SCALES' against class of estt. VI Group of employees 2.	630-3-750-
6.	10	Under column 'Years' against class of Estt. VII group of employees 6	17
7.	21	6th Line, last para—Right Side	these
8.	28	Group 3, 5th Line	Reporters
9.	29	Under column 'SCALES' against Group of Estt. IA & group of Employees 4.	Rs. 750-35-925-40
10.	38	SECTION III Para 7(II)	Part time-Employ
11.	42	Under column 'Pay Scale' Under Class III against Group 2A	Rs. 350-50-1100-6 1610-70-1850-
12.	43	Under column 'Pay Scale' under Class II against Group 7.	Rs. 475-10-525- (8)
13.	43	Under Column 'Pay Scale' under class III, against Group 3.	Rs. 735-35-875-40
14.	43	Under column 'Pay Scale' under class III, group 6	Rs. 500-10-550-11
15.	43	Under column 'Years' under class III against group 6	16
16.	49	Para 7.5—11th Line	LIJ
17.	50	Para 7.8, 8th Line	Add the word 'B
18.	50	Para 7.10, 10th Line, Last word	Employees
19.	52	Para 8.4, 23rd Line	Annexure II
20.	55	Delete First and Second Line from top of left side and substitute these by the the classification of a newspaper establishment—	
21.	58	Para 9.20, 2nd Line	has
22.	62	Para 9.33, 7th Line	Part
23.	63	Para 9.37, Third Line from top right	One
24.	65	Para 9.52, 10th Line	Therefore, propos
25.	66	Para after para 9.58	6.59
26.	66	Para 9.57, 24th Line	and
27.	68	Para 10.7, 14th Line	shown
28.	72	Para 10.18, Second Line from top right	Class IV
29.	73	Para 10.24, Second Line	Add the word 'Re
30.	82	Para 11.21, 2nd Line	award
31.	82	Para 11.21, 36th Line	7 Lakhs
32.	83	Para 11.24, 6th Line	same
33.	84	Para 11.29, 5th Line	rores
34.	87	Para 12.9, 6th Line	roundest
35.	87	statement 5	National
36.	101	Annexure II above column 5	Percentage
37.	102	Annexure III, Class VI, Below column—6	12,38,550
38.	102	Annexure III, Class-V(4) Below column—9	29,54,283
39.	103	Annexure III, Class IV(2) Below column—5	18,31,788
40.	103	Annexure III, Class IV Below column—11	within

S. No.	Page No.	Chapter Para Line	For	Read
41.	103	Annexure III, class IV(4) Below column 1	Madura	Madurai
42.	103	Annexure III, Class IV(6) below column—5	6,08,004	6,08,004
43.	104	Annexure III, Class II(I) below column—6	64,01,60,495 (1979)	4,01,60,495 (1979)
44.	104	Annexure III, Class II(I) below column—11	refenue	revenue
45.	104	Annexure III, Class II(I) below column—11	11	all
46.	104	Annexure III, Class I(2) below column—4	80.08	80.05
47.	104	Annexure III, Class I(2) below column—9	—56,56,000	+56,56,000
48.	106	Annexure IV below Annexure-IV & above the table.	Insert (See Chapter VIII—para 8.5)	
49.	106	Annexure-IV, S.No. 2, Col. GR (1978-77)■	1251.46	1251.48
50.	106	Annexure IV, S.No. 10, Col. Net Worth, 1978-79	59.94	59.74
51.	106	Annexure IV, S. No. 14, under Col. GR Rise or fall %	268.37	268.39
52.	106	Annexure IV, S. No. 19 under col. GR-1967	36.27	36.29
53.	106	Annexure IV, S.No. 19 Under col. G. Block 1978-79	84.24	64.24
54.	108	Annexure IV, S.No. 25 under Col. G. Profit/Rise or fall %	658.82	858.82
55.	109	Annexure IV, S. No. 34 under Col. GR. 1978-79	54.55	45.55
56.	112	Hind-Tele-Ltd. Madras—Stenographer—other Allowances	146.35	148.35
57.	131	S.No. 23	Shri Mrinal Ghosh	Shri Mrinal Ghosh Gl. Secretary.
		I.F.W.J. Madras		



Manager (Promotion and Development).

(e) Deputy Chief Engineer, Internal Auditor and equivalent administrative posts.

Group 2 Regional Engineer, Regional Transmission in-charge, Accounts Officer, Administrative Officer and equivalent post.

Group 3 Transmission Supervisor, Engineer, Librarian, Caretaker and other equivalent posts.

Group 4 Senior Operator, Senior Technician, Assistant, Stenographer.

Group 5 Clerk, Typist, Junior Technician, Junior Operator, Skilled Worker, Car Driver, Telephone Operator.

Group 6 Attender, Havaldar, Record Keeper, Gestetner Operator.

Group 7 Peon, Sweeper, Chowkidar, Mali.

#### NOTE :—

Although several categories of employees are mentioned in the above 7 Groups, recommendations with regard to wage fixation and revision shall be confined to only such of those who fall within the definition of 'Non-Journalist Newspaper Employees' under the Act.

9. It is not obligatory for a News Agency to employ any or all of the categories mentioned in the groups above. Functions of some categories may be combined, in which case the employee shall be deemed to belong to the highest category of which functions are normally performed by him. In other cases, the principal duties performed by an employee should determine the category of the employee, neither designation nor casual or occasional work should be taken into account for such categorisation. If any News Agency has placed any of the categories mentioned in paras 7 and 8 in a higher group, that category shall continue in the higher group.

## SECTION IV

### Remuneration

10. The Working Journalist and the Non-Journalist Newspaper Employees of different Groups employed in different classes of News Agencies should be paid basic pay per month in accordance with the scales as shown in Table I attached hereto.

### Dearness Allowance

11. The existing fixed Dearness Allowance, variable Dearness Allowance and Basic Wage including Interim Relief granted by Government by order dated 1st April, 1977 are pegged at the All India Average Consumers Price Index Number 425 (1949 = 100) which is the basis for the payment of variable Dearness

Allowance for the year commencing 1st January, 1980. The relevant date for the application of revised scales of pay and Dearness Allowance is 1st October, 1980. The new variable Dearness Allowance will be substituted for the old one on this date. In calculating the new variable Dearness Allowance, however, the old series with base 1949 = 100 will be discontinued and the series with base 1960 = 100 will be followed. The new variable Dearness Allowance will vary with every rise or fall of 6 points in the Consumer Price Index Number of the series 1960 = 100. It will be revised half-yearly on 1st April and 1st October at the rate of Rs. 5 for every variation of 6 points. The Dearness Allowance will also vary with wage slabs as illustrated in Table II attached to the recommendations.

12. Every part-time Correspondent shall be paid not less than  $\frac{1}{3}$ rd of the basic wage (Basic pay + D.A.) applicable to a full-time Correspondent at similar level. No News Agency shall put any restriction on a part-time Correspondent that he will not work for any other News Agency unless he is appointed full time.

## SECTION V

### Other Allowances

#### 13. (a) House Rent Allowance :

House Rent Allowance as indicated in Table III attached herewith will also be paid by News Agencies mentioned therein to their employees posted in the respective zones. Provided that (1) where an employee is provided residential accommodation by a News Agency, no House Rent Allowance will be payable, (2) if an employee is being paid House Rent Allowance, the same will be adjusted against the amount of House Rent Allowance payable under this provision, (3) where a News Agency contributes on behalf of an employee any amount towards a fund to enable the employee to own his residential accommodation, such amount shall be adjusted against House Rent Allowance payable under this provision.

#### 13. (b) Night Shift Allowance :

Night Shift Allowance will be paid to an employee at the rates as shown in Table IV attached herewith by News Agencies mentioned therein. Provided that where an employee is already in receipt of Night shift allowance either in cash or kind or both, the same or the money value thereof shall be adjusted against the amount payable under this provision.

## SECTION—VI

### Fitment Rules :

14. (1) For the purpose of fitment rules, an employee means both a Working Journalist and Non-Journalist Newspaper Employee of the News Agency.

(2) The 'Present Emoluments' of an employee shall mean his Basic Pay, fixed Dearness Allowance, variable Dearness Allowance at the Consumer Price Index Number 425 (Base 1949 = 100) and Interim Relief (by way of *ad-hoc* payment) applicable individually, granted in pursuance of the Notification dated 1st April, 1977, issued by the Government of India, Ministry of Labour, in respect of Journalists and Non-Journalist Newspaper Employees.

(3) The 'Additional Emoluments' of an employee shall mean, emoluments other than the 'Present Emoluments' referred to in rule (2) granted by News Agencies as a result of collective bargaining, agreement or award as increase in Basic Wage, Dearness Allowance or Interim Relief.

(4) The 'Revised Pay Scale' shall mean the pay scale applicable to an employee as per these recommendations.

(5) The revised scales of pay and Dearness Allowance shall come into force with effect from 1st October, 1980 referred to hereinafter as the "relevant date".

(6) Every employee with his 'Present Emoluments' will be brought on to the revised pay scale with effect from the 'relevant date' and fitted into that pay scale at the appropriate stage, either at the initial new minimum or higher than the initial in the pay scale, as the case may be.

(7) In case the present emoluments of an employee are higher than the minimum of the revised pay scale, but not at the level with any stage in the revised pay scale, he will be stepped upto the immediate next level.

(8) (1) No employee shall get more than the maximum of the revised scale as a result of fitment, (2) In no case should the total of the present emoluments be reduced as a result of fitment or operation of the provisions contained in these recommendations; the balance, if any, may be treated as Personal Pay to be absorbed in future increments.

(9) These recommendations will not affect the terms and conditions on which the additional emoluments referred to in rule (3) have been granted.

(10) Within six months from the date of publication of the Government Notification enforcing these recommendations every employee shall exercise his option either to retain his existing pay scale and 'Present Emoluments' or to come on the revised pay scale with effect from the relevant date.

(11) The 'Present Emoluments' together with variable Dearness Allowance as per the last Wage Board will continue to be paid till such time as the option is exercised by an employee under rule (10).

(12) When a News Agency is reclassified under Para 6 above, the employee should be fitted into the revised pay scale appropriate to that class. When the basic pay does not coincide with a stage in the revised pay scale of that class the employee should be fitted at the next higher stage, when the classification goes

up and at the next lower stage, when the classification goes down. In the latter case the higher existing basic pay should be protected and the difference between the existing basic pay and the pay to which he is so fitted may be treated as personal pay or it may be absorbed in future increments.

(13) When an employee is fitted into a scale in accordance with the provisions of these rules as on the relevant date, he should be entitled to count increments in the appropriate scale as from that date.

15. A person being trained by the News Agency as an apprentice, shall, during the apprenticeship period be paid a stipend of 60% of the Basic pay and allowances applicable to the post for which he is being trained.

16. Subject to the standing orders applicable to the News Agency, a Journalist or a Non-Journalist employee of the News Agency may be employed on probation for a period not exceeding one year during which he shall be paid the minimum of the scale applicable to the class of establishment and group in which he is a probationer alongwith the allowances attached to the post. If an employee, Journalist or non-journalist, acts as a probationer in a higher post, then he should get 10% of the minimum of the higher post in addition to his scale of the lower post during the probationary period.

#### 17. Date of Operation

(1) Recommendations with regard to the revised scales of pay and Dearness Allowance shall be operative from the 'relevant date' mentioned in paragraph 14(5).

(2) The rest of the recommendations shall come into force from the date of the order of the Central Government under Section 12 giving effect to the recommendations.

#### 18. Payment of Arrears

The arrears, if any, payable as a result of these proposals shall be paid in not more than 2 instalments, not later than 9 months from the date of the publication of the order of the Central Government under Section 12 of the Act.

### SCHEDULE

(Para-7)

1. 'Chief Editor' is a person who is in overall charge of a News Agency.

2. 'Deputy Chief Editor' is a person who assists the Chief Editor in the discharge of his duties and acts for him during his absence.

3. 'Chief of Divisional Bureau' is a person who is in-charge of the central news desk of the entire News Agency and who supervises, guides and directs news services in metropolitan centres, i.e., Delhi, Calcutta, Bombay and Madras.

4. 'Editor' is a person who directs and supervises the work of the editorial side of the News Agency.

5. 'Special Correspondent' is a person who is accredited to the Union Government and whose regular duties are to report news of Parliamentary, political or general importance or a person in a metropolitan centre who specialises in covering news of economic importance or national or international nature.

6. 'Foreign Correspondent' is a person stationed abroad for news coverage from the country or part of the country to which he is assigned.

7. 'News Editor' is a person who is in charge of a news desk or regional news at a metropolitan centre and who supervises, directs and guides the different news services.

8. 'Chief of State Bureau' is a person who guides and directs collection of news of all types in a State Capital.

9. 'Chief Reporter' is a person in a metropolitan centre who is in-charge of all reporters in that centre, and reports all news of legislative, political or general importance.

10. 'Senior Correspondent' is a person in the metropolitan centre whose regular duties are to report

news of Parliamentary, political or general importance or a person regularly assigned to cover news of economic and commercial importance, Courts and national sports.

11. 'Chief Sub-Editor' is a person in the metropolitan centre who regularly takes charge of a shift on the editorial desk, assigns and supervises the work of Sub-Editors.

12. 'Senior Sub-Editor' is a person in the metropolitan centre who is regularly assigned to take charge of a shift other than the main shifts on the editorial desk or whose regular duties include preparation of news dispatches for special subscribers.

13. 'Senior Reporter' is a person whose regular duties include reporting of State Government news or proceedings of State Legislature.

14. 'Sub-Editor' is a person who receives, selects, shortens, summarises, elaborates, translates, edits and headlines news items of all descriptions and he may do some or all the functions.

15. 'Reporter' is a person who gathers and presents the news at a particular centre.

16. 'Correspondent' is a person who gathers and dispatches by wire, post or any other means, news from any centre.



TABLE I

## WORKING JOURNALISTS

Class	Group	Pay Scale	Years
I (Rs. 2 crores and above).	1	No Scale.	
	1A	Rs. 1600-125-2100-150-2550-180-3090 (4) (3) (3)	10
	1B	Rs. 1350-100-1750-125-2250-150-2700 (4) (4) (3)	11
	2	Rs. 1250-80-1570-85-1910-125-2285-140-2565 (4) (4) (3) (2)	13
	2A	Rs. 950-60-1250-80-1650-90-1920-125-2295 (5) (5) (3) (3)	16
	3	Rs. 900-55-1175-65-1500-80-1820-95-2200 (5) (5) (4) (4)	18
II (Rs. 1 crore and above but less than Rs. 8 crores).	1	Not less than Rs. 2700 per month.	
	1A	Rs. 1400-100-1800-125-2175-150-2625 (4) (3) (3)	10
	1B	Rs. 1335-95-1715-120-2195-140-2615 (4) (4) (3)	11
	2	Rs. 1200-75-1500-80-1820-100-2120-130-2380 (4) (4) (3) (2)	13
	2A	Rs. 900-55-1175-75-1550-85-1805-120-2165 (5) (5) (3) (3)	16
	3	Rs. 850-50-1100-60-1400-75-1700-90-2060 (5) (5) (4) (4)	18
III (Rs. 50 lakhs and above but less than Rs. 1 crore).	1	Not less than Rs. 2400 per month.	
	1A	Rs. 1250-90-1610-100-1910-125-2285 (4) (3) (3)	10
	1B	Rs. 1200-70-1480-80-1800-100-2100 (4) (4) (3)	11
	2	Rs. 1050-65-1310-70-1590-80-1830-90-2010 (4) (4) (3) (2)	13
	2A	Rs. 850-50-1100-60-1400-80-1610-70-1850 (5) (5) (3) (3)	16
	3	Rs. 800-35-975-45-1200-55-1420-65-1680 (5) (5) (4) (4)	18
IV (Less than Rs. 50 lakhs).	1	Not less than Rs. 2200 per month.	
	1A	Rs. 1100-80-1420-90-1690-110-2020 (4) (3) (3)	10
	1B	Rs. 1050-50-1250-60-1490-70-1700 (4) (4) (3)	11
	2	Rs. 900-45-1080-50-1280-55-1445-70-1585 (4) (4) (3) (2)	13
	2A	Rs. 750-35-925-45-1150-55-1315-65-1510 (5) (5) (3) (3)	16
	3	Rs. 615-30-765-40-965-55-1185-60-1425 (5) (5) (4) (4)	18

TABLE I  
NON JOURNALISTS

Class	Group	Pay Scale	Years
I (Rs. 2 crores and above).	1	No Scale.	
	2	Rs. 1035-50-1235-65-1495-80-1735-95-2020 (4) (4) (3) (3)	14
	3	Rs. 900-35-1040-50-1240-60-1420-75-1645 (4) (4) (3) (3)	14
	4	Rs. 735-35-875-40-1035-50-1235-55-1455 (4) (4) (4) (4)	16
	5	Rs. 610-23-702-25-802-27-910-30-1030 (4) (4) (4) (4)	16
	6	Rs. 555-12-615-13-680-14-736-15-796 (5) (5) (4) (4)	18
	7	Rs. 500-11-555-12-615-13-667-14-723 (5) (5) (4) (4)	18
II (Rs. 1 crore and above but less than Rs. 2 crores).	1	No Scale.	
	2	Rs. 840-40-1000-45-1180-55-1345-65-1540 (4) (4) (3) (3)	14
	3	Rs. 770-35-910-40-1070-50-1220-60-1400 (4) (4) (3) (3)	14
	4	Rs. 685-30-805-35-945-45-1125-50-1325 (4) (4) (4) (4)	16
	5	Rs. 590-21-674-23-766-25-866-27-974 (4) (4) (4) (4)	16
	6	Rs. 530-11-585-12-645-13-697-14-753 (5) (5) (4) (4)	18
	7	Rs. 475-10-525-11-580-12-628-13-680 (8) (5) (4) (4)	18
III (Rs. 50 lakhs and above less than Rs. 1 crore).	1	No Scale.	
	2	Rs. 770-35-910-40-1070-50-1220-55-1385 (4) (4) (3) (3)	14
	3	Rs. 735-35-875-40-1035-50-1170-50-1320 (4) (4) (3) (3)	14
	4	Rs. 665-30-785-35-925-40-1085-45-1265 (4) (4) (4) (4)	16
	5	Rs. 555-19-631-21-715-23-807-25-907 (4) (4) (4) (4)	16
	6	Rs. 500-10-550-11-650-12-653-13-705 (5) (5) (4) (4)	16
	7	Rs. 450-9-495-10-545-11-589-12-637 (5) (5) (4) (4)	18
IV (Less than Rs. 50 lakhs).	1	No Scale.	
	2	Rs. 700-30-820-35-960-45-1095-50-1245 (4) (4) (3) (3)	14
	3	Rs. 675-30-795-35-935-40-1055-45-1190 (4) (4) (3) (3)	14
	4	Rs. 600-25-700-30-820-35-960-40-1120 (4) (4) (4) (4)	16
	5	Rs. 505-17-573-19-649-21-733-23-825 (4) (4) (4) (4)	16
	6	Rs. 465-9-510-10-560-11-604-12-652 (5) (5) (4) (4)	18
	7	Rs. 425-8-465-9-510-10-550-11-594 (5) (5) (4) (4)	18

TABLE II  
RATES OF DEARNESS ALLOWANCE

Basic pay slabs	Amounts to be paid for every rise of six points over the Index of 363 (1960=100) on 1st April and 1st October every year
1	2
Upto Rs. 300	Rs. 5.00
Rs. 301 to 350	Rs. 5.25
Rs. 351 to 400	Rs. 5.50
Rs. 401 to 450	Rs. 5.50
Rs. 451 to 500	Rs. 6.00
Rs. 501 to 550	Rs. 6.50
Rs. 551 to 700	Rs. 7.00
Rs. 701 to 1000	Rs. 8.00
Rs. 1001 to 1150	Rs. 9.00
Rs. 1151 to 1300	Rs. 9.50
Rs. 1301 to 1600	Rs. 10.00
Rs. 1601 and above	Rs. 11.00



**TABLE III**  
**RATES OF HOUSE RENT ALLOWANCE**

Zone	Basic pay Rs.	Class I	Class II
<b>'A'</b>			
(Cities/Towns with a population of 20 lakhs and above as per census of 1971)	Rs. 300 to Rs. 1600 Rs. 1601 and above	6% of pay Maximum Rs. 96 Rs. 96	5% of pay Maximum Rs. 80 Rs. 80
<b>'B'</b>			
(Cities/Towns with a population of 10 lakhs and above but less than 20 lakhs as per census of 1971)	Rs. 300 to Rs. 1600 Rs. 1601 and above	5% of pay Maximum Rs. 80 Rs. 80	4% of pay Maximum Rs. 64 Rs. 64
<b>'C'</b>			
(Cities/Towns with a population of less than 10 lakhs as per census of 1971)	Rs. 300 to 1600 Rs. 1601 and above	4% of pay Maximum Rs. 64 Rs. 64	3% of pay Maximum Rs. 48 Rs. 48

**TABLE IV**  
**RATES OF NIGHT SHIFT ALLOWANCE**

Night Shift Allowance will be paid as follows :—

NEWS AGENCIES		
Class I and II		Rs. 3 per night.
Class III		Rs. 2 per night.

**PART—IV**

**REPORT**

**CHAPTER--VII :** WAGE DETERMINATION  
IN NEWSPAPER ESTAB-  
LISHMENTS.

**CHAPTER—VIII :** THE STATE OF NEWS-  
PAPER INDUSTRY.

**CHAPTER—IX :** CLASSIFICATION AND  
GROSS REVENUE.

**CHAPTER—X :** REVISION OF PAY SCALES  
AND WAGES.

**CHAPTER—XI :** NEWS AGENCIES.

**CHAPTER—XII :** ADDITIONAL FINANCIAL  
BURDEN.

**CHAPTER—XIII :** MISCELLANEOUS.

## CHAPTER—VII

### WAGE DETERMINATION IN NEWSPAPER ESTABLISHMENTS

7.1 The fixation of wage rates or revision thereof in industries with numerous occupational categories is a complicated and difficult task, more so when it is to be undertaken for a nation-wide industry which is not homogeneous and consists of units of different sizes. For fixation of such rates, theories have been propounded in respect of minimum wage, need based wage, fair wage, living wage etc. with principles of neutralisation of the rise in the cost of living by payment of dearness allowance. There are numerous forums both statutory and non-statutory for fixation of wage rates. They include adjudication by Industrial Tribunals, Arbitration by private Arbitrators or inquiries by Wage Boards, Commissions and Committees. Where there are strongly organised trade-unions, wages are fixed or altered by the process of collective bargaining. Wage rises are also granted at times by mediation at the Ministerial levels of the State Governments. If the results of the enquiry for fixation of wage rates for different categories of occupations with proper differentials are acceptable to the organisations of labour and employers, no difficulty arises. But when the decision on the wage structure is not acceptable to some of the employers or organisations of labour, they approach judicial forums and higher judicial bodies like the High Court and the Supreme Court, for redress. This happened in the newspaper industry also as will be seen from the following historical survey of wage fixation in that industry.

7.2 The first Press Commission was appointed on 3rd October, 1952, with the late Mr. Justice G. S. Rajadhyaksha as Chairman. The Commission was directed, *inter alia*, to enquire into the conditions of employment of Working Journalists including the method of recruitment, training, scales of remuneration, benefits and settlement of disputes affecting them and factors which influence the establishment and maintenance of high professional standards.

7.3 The Commission submitted its report on 14th July, 1954. In paragraph 538 of the report it observed :

"It has not been possible for us to examine in detail the adequacy of the scales of pay and the emoluments received by the Working Journalists having regard to the cost of living in the various centres where these are published and to the capacity of the papers to make adequate payment. Such an examination would have entailed an elaborate inquiry."

7.4 The Commission also considered the applicability of the Industrial Disputes Act to the Working Journalists and it came to the conclusion that the Working Journalists do not come within the definition of "work-man" in that Act. It made certain recommendations pertaining to service conditions of the Working Journalists as regards hours of work, weekly holiday, leave, gratuity etc. and suggested legislation for settlement of disputes. Almost immediately after the recommendations of the Press Commission were received, the Government enacted the Working Journalists (Industrial Disputes Act) of 1955. It was an Act to apply the Industrial Disputes Act 1947 to Working Journalists. But the application of the Industrial Disputes Act to Working Journalists was not, however, deemed sufficient to meet the requirements of the situation. There was considerable agitation in Parliament for the implementation of the recommendations of the Press Commission. The result was that soon thereafter a bill was introduced in the Rajya Sabha to regulate conditions of service of Working Journalists in the newspaper establishments with a view to implement the recommendations of the Press Commission's Report, and finally the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955, was passed.

7.5 By Notification dated 2nd May, 1956, the Government constituted the first statutory Wage Board for Working Journalists. Late Sri H. V. Divatia, retired Judge of the Bombay High Court and a former President of the Industrial Court was appointed as the Chairman. The decision of the Wage Board dated 30th April, 1957, was published by Government in the Gazette of India, dated the 11th May, 1957. Soon thereafter, Indian Express (Pvt.) Ltd. and others filed writ petitions in the Supreme Court which by its decision dated 19th March, 1958, (1961-1-LJ, pages 339 to 414) allowed the writ petition as it came to the conclusion that the decision of the Wage Board was illegal and void.

7.6 Thereafter, an Ordinance was promulgated by the President of India on 14th June, 1958, called the Working Journalists (Fixation of Rates of Wages) Ordinance. The Ordinance was later replaced by an Act of Parliament which came into force on 16th September, 1958. The Ordinance provided for constitution of the Wage Committee. The Committee was required under Section 4 of the Act to make recommendations for the fixation of the rates of wages in respect of Working Journalists etc. The Committee submitted its recommendations on 23rd May, 1959, and they were enforced by Notification dated 29th May, 1958. The

Committee divided newspapers into different classes on the basis of their gross revenue and prescribed divergent wages scales for different groups of occupations of the Working Journalists according to the class to which the newspaper belonged.

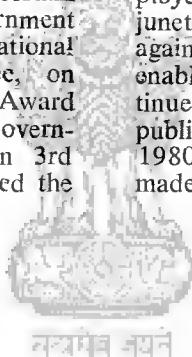
7.7 Another Wage Board was constituted by Government on 12th November, 1963, with Shri G. K. Shinde, Ex. Chief Justice of the former Madhya Bharat High Court as the Chairman of the Board. That Wage Board adopted generally the principle of classification on the basis of gross revenue and recommended revised scales of wages for Working Journalists. These recommendations were given effect to by Government, by Notifications dated 27th October, 1967. This was the second statutory Wage Board for the Working Journalists.

7.8 Simultaneously, the Government constituted a non-statutory Wage Board for Non-Journalist Newspaper Employees on 25th February, 1964, under the Chairmanship of Shri G. K. Shinde. The Government enforced its recommendations with certain modifications by Notification dated 18th November, 1967. Disputes were raised for non-implementation or partial implementation of the recommendations of the Wage for Non-Journalist Newspaper Employees in certain establishments ; these were referred by Government under the Industrial Disputes Act, 1947 to the National Tribunal consisting of Shri B. N. Banerjee, on 17th September, 1968. That Tribunal made an Award on 15th July, 1970, which was received by Government on 22nd July, 1970, and published on 3rd August, 1970. The Tribunal generally confirmed the

recommendations of the Wage Board with a few modifications.

7.9 Most establishments in which employees were organised paid the wages as determined by the Wage Boards with the modifications made by the National Tribunal. Later on, some of them, under settlements and the like, improved some scales of pay, paid interim relief in various forms, and also paid higher maximum. Where, however, the labour was unorganised or very limited or the establishments were financially weak, the Wage Board's recommendations were not fully implemented.

7.10 By Act 60 of 1974 the Working Journalists (Conditions of Service) Act, 1955 was amended. The effect of the amendment was to include the non-journalist employees of Newspaper Establishments within the provisions of the Act. Thereafter, on 11th June, 1975, the Wage Board for Non-Journalist Newspaper Employees was appointed and on 6th February, 1976, the Wage Board for Working Journalists was appointed. When later on, the functioning of the Boards became impossible by reason of the withdrawal of the Employees' nominees on the Boards and the interim injunction obtained by some newspaper establishments against the Boards, the Act was further amended to enable the appointment of a one-man Tribunal to continue the functions of the Wage Boards. The Tribunal published its tentative proposals on 15th February, 1980, and after hearing interested parties has now made its final recommendations.



## CHAPTER—VIII

### THE STATE OF NEWSPAPER INDUSTRY

8.1 The newspaper industry is one of those industries which have prospects of continuous development in the foreseeable future. India has the second largest population in the world. But the percentage of literates is low. However, since Independence, the rapid pace of economic development, side by side with the spread of literacy and education, has been contributing to the progressive growth of a body of educated people getting gainful employment. And they are the persons who buy the newspapers, apart from Commercial Concerns, Government Offices, Libraries and Reading Rooms. Practically all well managed newspapers have been able to increase their circulation, reaching heights which before Independence had not been reached by even the so-called National English Newspapers published from metropolitan centres. Economic development has also given an impetus to consumer industries and trade which find newspapers a very convenient medium for advertising their goods and services. There is, therefore, no doubt at all that in a progressively growing economy and a simultaneously growing body of educated employed, the future of good newspapers is fully assured. To illustrate this, we shall take the case of the State of Kerala, where the percentage of literates is higher than in the other States of India. There are no cities in that State which have a metropolitan size like Bombay, Delhi or Calcutta, and yet, the circulation of several Malayalam newspapers has been phenomenal. According to the Press in India, 1977, which is the latest report available, there were in all 709 newspapers in that State of which 95 were daily newspapers. 10 of them were published from its Capital Trivandrum, 49 from provincial cities with population of over one lakh, and 36 from towns with less than one lakh population. There were 5 dailies, 4 of them from provincial towns which had registered a circulation of more than one lakh. There were two periodicals with a circulation of more than a lakh, and four with a circulation of much more than 50,000. The latest position is very much better. For comparison we may take the figures of circulation of only two dailies, the Mathrubhumi and the Malayala Manorama. The Shinde Wage Board had noticed that in 1957, the former had a circulation of 59,000 and in 1965, 1,70,000. The other daily had a circulation of 44,000 in 1957, and 1,52,000 in 1965. In spite of repeated hikes in the sales price and advertisement rates, the circulation of the Mathrubhumi in the second half of 1979 was over 3,00,000 and that of the Malayala Manorama 4,78,000. There is hardly any consumer resistance, because the Malayala Manorama in its recent notice to its consumers had proposed a sub-

sstantial hike both in the selling price of the newspaper and the advertisement rates, and still, its latest circulation figure is 5,15,000. What is true of Kerala is bound to repeat in other States in course of time. It is already happening in most States. The prospects of Indian language papers, especially, have phenomenally improved and with the spread of education and special emphasis on regional languages, their prospects are bound to improve further. Already the Indian language papers have surpassed the circulation figures of English newspapers which only two or three decades ago had the largest circulation. Two Bengali dailies, the Anand Bazar Patrika and the Jugantar, both issued from Calcutta, have surpassed by far, the circulation figures of the Statesman and the Amrit Bazar Patrika, two prominent old established English dailies issued from that city. The Hindi Navabharat Times, issued from Delhi and Bombay, has a larger circulation than the established Times of India issued from those two places by the same group. The Loksatta, a Marathi daily, issued from Bombay, has a larger circulation than that of the English daily. Indian Express, issued from Bombay, though both these papers belong to the same group. The Tanthi, issued from Madras and some other centres in Tamil Nadu, had in 1971 surpassed the circulation of the Hindu which was also published from several centres in that State. In areas outside the metropolitan cities, the language newspapers have generally eclipsed every other English newspaper issued from those areas. Some of them like Malavala Manorama and Mathrubhumi issued from provincial towns are coming to the very top. This is true of periodicals also. The weekly Kumudam in Tamil sells more than 5 lakh copies. The highest selling English weekly is the Illustrated Weekly of India, which has a circulation of little over 3 lakhs. There are several language periodicals whose circulation ranges between 1 lakh and 3 lakhs. However, I do not want to create the impression that English newspapers are stagnating. They have also improved their circulation, especially, some of them produced by the major groups in metropolitan cities. But it must be said that Indian language newspapers are making a better showing and that trend is destined to grow.

8.2 The progress of the industry after 1967 can be examined from various angles. I have chosen the year 1967, as it was the year in which the Shinde Wage Boards had made their reports. Useful material is available in the already referred publication, 'Press in India, 1977', compiled by the Registrar of Newspapers. It gives the material for the year 1976. The

report shows that in 1967, there were in all 9,315 newspapers of which 588 were dailies and the rest, periodicals. There was a progressive rise in them till 1971 when the corresponding figures were 12,218 and 821 respectively. Due to difficulties with regard to the availability of newsprint, there was a slight drop in the rate of progress, but by 1975, the position, more or less, stabilised at 12,423 and 835 respectively. In 1976, the corresponding figures were 13,320 and 875. It is noted by the Registrar in his preface that the declaration of over 2,600 newspapers had been cancelled by the District Magistrates between 24th June, 1975 and 31st December, 1976—the period of the emergency. After the lifting of the emergency in 1977 and with better availability of newsprint, I have reason to believe that a higher rate of growth has been registered. In short, the growth of the industry after 1967, inspite of the difficulties of obtaining adequate supplies of newsprint and of other curbs till 1976, is remarkable.

8.3 We can approach the subject from another angle also. The Shinde Boards had examined the circulation figures of several newspapers as representing a cross-section of the industry for the purpose of assessing the progress of the industry. A re-examination of such of those very newspapers, which have given us the material, would be instructive. I am appending Annexure II in which the circulation figures of 1965 and the latest figures of circulation of 16 newspapers as available to us in 1979 are given. Each one of these newspapers has increased its circulation, the lowest circulation rise of 23% being of Janasatta and the highest that of Navabharat, being 297%. The Hindu has increased its circulation by 135%, the Hindustan Times by 147%, the Prajavani by 164% and the Malayala Manorama by 214%. These figures speak for themselves. And it must be remembered that this amazing rise in circulation has been achieved inspite of repeated hikes in the selling price of the paper and advertisement rates.

8.4 The Shinde Wage Boards had also picked out some representative newspapers falling in the several classes with a view to examine their circulation and advertisement revenues. Most of these papers have also sent us the required material although it may not be quite up-to-date. Only a few of those newspapers, namely, (1) Navajyoti, Ajmer, (2) Asre Jadid, Calcutta, (3) Hitwada, Nagpur and Bhopal, (4) Veer Arjun, Delhi, (5) The Nai Dunia, Indore and (6) the Sanmarg, Calcutta, have not sent us the required material, although copies of the main questionnaire were sent to them. It is, however, possible to ascertain the circulation figures of the Nai Dunia and the Sanmarg from the reports of the Audit Bureau of Circulations Ltd., (A.B.C.). The circulation of Nai Dunia, Indore, in the second half of 1967 was 30,754, it has risen to 1,29,599, in the second half of 1979. The Sanmarg's circulation for the two respective periods was 14,500 and 52,112. Undoubtedly, the circulation revenues and the advertisement revenues must have increased proportionately. As regards the other papers noticed by the Shinde Boards, I am appending Annexure II showing the percentage rise in circulation of those papers, the percentage rise of

their circulation revenue and the percentage rise of their advertisement revenue. Every one of these papers has registered a very high rise in revenues, including such papers as (1) Navajeevan, Lucknow, (2) Pratap, Delhi, and (3) the Free Press Journal, Bombay which show a fall in circulation. Some of the papers have improved their circulation revenue more than five or six times, and the advertisement revenue more than four or five times. In most cases the advertisement revenue is more than the circulation revenue. That is also the reason why most of these papers which were in a lower class at the time of the Shinde Report, have now climbed into higher classes. The most spectacular climb is that of the Deccan Herald, the Malayala Manorama, the Tribune and the Mathrubhumi, which have climbed into class I from class IV.

8.5 Still another way of examining the progress of the industry after 1967 is to compare the financial position of some of the representative establishments with reference to the following matters :—

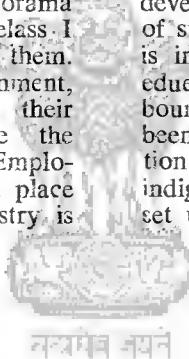
(1) Paid-up Capital, (2) Net worth, (3) Gross Revenue (4) Gross Block, (5) Gross Profit and (6) Net Profit. The Annexure IV gives the comparative picture at a glance of 39 newspaper establishments falling in the 7 different classes I to VII.

8.6 It would be seen from the same that the growth of paid-up capital is rather tardy. Even the top establishment of Bennett, Coleman & Co. Ltd., was content with a capital of 41.85 lakhs until 1978 when its Gross Revenue was above 38 crores, the Gross Block above 6 crores and Gross Profit more than 2½ crores. Now in 1979, the gross profit is more than 4 crores. The obvious inference is that old reputed establishments can command other resources for their working capital. The Indian Express Newspapers (Bombay) Pvt. Ltd., Kasturi & Sons, Madras (Hindu), the Statesman Ltd., and the Ananda Bazar Patrika, have not felt the need for increasing their paid-up capital. On the other hand, some other establishments have increased their capital, but by no means, to a large extent. For example, the Hindustan Times Ltd. has increased its own capital of 13 lakhs to about 21 lakhs. The only substantial increase was by the Tribune Trust, Chandigarh from Rs. 75 lakhs to Rs. 221 lakhs. On the other hand, the Gross Block of practically every establishment has shown very substantial rise after 1967. The value of the Gross Block of Indian Express Newspapers has increased by nearly 1147% and that of the Hindustan Times by more than 400%. The Gross Revenues of practically all the establishments have increased enormously. Those of the Bennett, Coleman & Co. Ltd. had risen by about 392% in 1978 and inspite of a long strike in 1979 by 340%. Those of the Malayala Manorama have risen by more than 570%, and even in the case of Andhra Printers, Vijayawada, which is in class IV, it is by 719%. The gross profit position has improved immensely in practically all cases. A large number of establishments have also improved their net worth position and the position of net profits. Having regard to the high percentage rise in all these departments, there can be no doubt that the industry, as a whole, is financially very much sounder than in 1967.

8.7 In their dissenting minute, the Employers' representatives on the last Wage Board for Non-Journalist Newspaper Employees had vehemently opposed the moderate recommendations made by the majority. It was alleged that if the recommendations were implemented, they would spell the doom of the newspaper industry and several newspapers would have to be closed down, causing large scale unemployment. Government was not impressed by the arguments of these prophets of doom and substantially accepted the recommendations. It is gratifying to note that in the nearly 13 years that have passed thereafter, nobody came to grief inspite of the implementation of the award. On the contrary, some of these very newspapers which had been selectively chosen in para 33 of the dissent for their financial inadequacy to meet the additional burden have been very successful. They have not only borne the burden laid upon them by the scales of pay applicable to the class to which they belonged at the time, but have been able to bear higher burdens imposed by their promotion into higher classes. The Ananda Bazar Patrika, the Amrit Bazar Patrika and the Jugantar belonged to class III at the time, but now they are in class I and are paying class I scales to their employees and even better in some cases. Similarly, the Mathrubhumi and Malayala Manorama which were in class IV have now come into class I and are paying the higher scales prescribed for them. Besides interim relief sanctioned by the Government, all these papers have granted further relief to their employees. I am referring to all this because the arguments addressed to me on behalf of the Employers were not dissimilar to these which find a place in the above minute of dissent. The industry is

grossing more and more revenue as the years have passed and if one or two small papers have fallen by the way, the reasons must be sought elsewhere and not attributed to hard times for the industry as a whole.

8.8 After examining the general condition of the industry at present and comparing it with its condition in 1967, I feel no doubt that the newspaper industry has a great future. It has been continuously growing. The profits are rising. Rise in circulation, inspite of repeated hikes in the sale price of the paper and advertisement rates, negatives consumer resistance. Luckily, for the industry, it is the sort of consumer industry which by creating addicts, ensures its own perpetuation. Newspaper proprietors have come to recognise that special talents are necessary for launching a successful paper, and have started hiring talents for that purpose after gauging the tastes and interests of the reading public. Subjects like sports, the cinema, the drama and the like which some years ago were hardly noticed by "respectable" journals are being given pride of place. New fields are opening up. Physical and social sciences, agriculture, horticulture etc., are being paid greater and greater attention. I have, therefore, no doubt that in a developing economy like ours, throwing up a variety of subjects and problems in which the reading public is interested, and with a steadily growing body of educated employed, the demand for newspapers is bound to rise continuously. The only constraint had been the availability of newsprint. Luckily, the position has eased now and is expected to be easier with indigenous production for which, factories are being set up.



## CHAPTER—IX

### CLASSIFICATION AND GROSS REVENUE

9.1 The principle has been now recognised by the Supreme Court in the case of Express Newspapers [1961 (1) LLJ 339] that the capacity of an industry to pay is to be gauged on an industry-cum-region basis after taking a fair cross section of that industry, and that in a given case, it is permissible to divide it into appropriate classes and then deal with the capacity of the industry to pay classwise. I agree with the Wage Committee and the Wage boards presided over by Mr. Justice Shinde that the newspaper industry does not present any regional characteristics. It is spread all over the country. There are very small newspaper units, on the one hand, and very large units on the other, and in between these two limits, there are several units with varying income-earning capacities. It is, therefore, inevitable that these individual units which are called 'newspaper establishments' in the Act would require to be classified in accordance with their income-earning capacities or, in other words, their gross revenues. This was precisely done by the first Wage Board for Working Journalists in 1956 and, though challenged in the Express Newspapers Case referred to above, was upheld by the Court.

9.2. The Wage Committee which was appointed as a sequel to the decision in the Express Newspapers Case accepted the test of gross revenue for classification. However, it did not classify the newspaper establishments, but individual newspapers according to their circulation and advertisement revenues. The Wage Committee was concerned with Working Journalists attached to individual newspapers and not with Non-Journalist Employees who were attached to the establishment as a whole. Perhaps, there were two reasons for this approach of the Wage Committee. One was that it could exclude income derived by the establishments from job work, type foundry and the like, since such income, in the opinion of the Committee, was extraneous to the Journalistic business of the Working Journalists. The other reason was that in its view, it could more conveniently deal with 'groups', 'chains' and 'multiple units' which produced several newspapers from one or more centres, both in English and Indian languages, with different income earning capacities.

9.3 The Wage boards for Working Journalists and Non-Journalist Employees under the Chairmanship of Chief Justice Shinde did not agree with the Committee's recommendation to exclude income from job work and the like, because in their view, that income came out of the investments made by the newspaper Establishments. This should have logically led to

the classification of newspaper establishments and not newspapers, and this was actually proposed to be done by the Wage Board for Non-Journalist Employees. (See Chapter IV 4.2 to 4.9 of the Report). In actual working out, however, the gross revenue was related to individual newspapers. So far as the Wage Board for Working Journalists was concerned, it followed generally the pattern laid down by the Wage Committee of classifying the individual newspapers according to their individual incomes from circulation and advertisement, augmented by the extra income of the establishment in the case of one newspaper unit and by a proportionate part of the extra income where it was a 'group'.

9.4 The definition of gross revenue given by the Wage Board for Working Journalists was substantially reproduced by the Wage Board for Non-Journalist Employees, linking gross revenue to each individual newspaper. It is difficult to see how it was done, because the latter Board, as pointed out above, had proposed to classify newspaper establishments on the basis of the establishments' gross revenue and not the newspapers. In the industrial disputes raised by some top newspapers and eventually referred to the National Tribunal of Mr. Justice B. N. Banerjee at Calcutta, a pointed argument was made on behalf of the Indian National Press Bombay Ltd., which produced the daily Free Press Journal alongwith other dailies in Indian languages, that the Free Press Journal should be placed in Class IV on its own gross revenue and not placed in class III on the basis of the gross revenue of the Indian National Press Bombay Ltd. Rejecting the contention, the Tribunal observed at paras 302 & 303 of its Award as follows :

"The question remains for me to decide whether the classification should be made on the basis of the individual revenue of the Free Press Journal. Now, admittedly, workmen are employed by the Indian National Press Bombay Ltd. There is no reason why the workmen should not share in the profits of the Employer. Judged by this test, it was not disputed that Free Press Journal fell in class III. Mr. Shah, however, argued that the recommendations were wrong in principle. I do not agree with him. When a newspaper establishment publishes several newspapers mostly from the same printing press and mostly with common staff, and the same capital has been employed in building up the assets, the profits made by the principal newspaper establishment

should not be made on the gross revenue classification of a newspaper establishment should not be made on the gross revenue of the principal establishment.

I, therefore, hold that the Free Press Journal has been properly classified in class III."

9.5 The above reasoning, with respect, is sound. Wage fixations are made as between Employers and employees and it is the industrial right of the employee to share in the prosperity of the employer, and not the fortunes of any single product manufactured by the employer. A newspaper establishment which produces more than one newspaper, is carrying on one industry, and all those who are employed in that establishment are entitled to share in the prosperity of the establishment as a whole which carries on the industry. Therefore, the classification of newspaper establishments rather than the classification of the individual newspapers is the more correct approach from the point of view of sound industrial adjudication.

9.6 Classification with reference to the gross revenue of an individual newspaper has led to strange results. Even in such common occupations like a clerk, a peon, a welder, an electrician and the like, discrimination took place if one newspaper was placed in one class and another in another class though both were working at the same centre of the establishment. This was against the traditional method of paying uniform scales of pay for similar occupational categories in the newspaper industry. In the Salim Merchant's award relating to several newspaper establishments in Bombay, uniform wage scales had been fixed for the entire industry several years ago. The Hindustan Times Group at Delhi used to publish eight newspapers, which on their individual revenue would have been placed in different classes. However, it had been paying uniform wages. In the dispute raised with regard to the scales of wages, and other matters between the management of Hindustan Times Ltd., New Delhi and its workmen, there was no challenge to uniformity and the Tribunal of Mr. Vyas allowed uniform rates of wages to similar occupational categories. In appeal, this uniformity was confirmed by the Supreme Court. [1963(1)LLJ 108]. Most newspaper establishments which were in the nature of 'Groups' had been and are now paying uniform rates of wages to Non-Journalist Employees regardless of the capacity of an individual newspaper in the Group to pay.

9.7 The provision made by the Wage Board for Non-Journalists in relation to the 'Multiple Units', 'Groups' and 'Chains' has given rise to confusing situations. When, according to the Board, a newspaper is published from more than one centre, it becomes a 'Multiple Unit'. Provision is made for deeming the unit at the new centre as an independent unit, and to escalate the class of that unit if it happens to be weaker by not more than two classes. The new centre, which increases the revenue of the establishment, is generally depending on the old centre from which the new centre derives great benefit. The latter is guided and managed from the old centre. Experienced staff from the old centre are sent to the new. National and international news, important leading articles and features

are relayed to them. Sometimes, even flings are prepared at the old centre and flown to the new. Advertisements are common and combined. The new centre exploits the reputation of the parent paper. The staff is transferable. There is every possibility of the circulation of the old centre falling because the new centre captures a part of the custom of the old centre. Hence, whereas the old centre loses in gross revenue by reason of the new centre and has a good case for adding at least a part of the new revenues to its own, the new centre is artificially escalated with a view to bring it, if possible, to the level of the old. The net result is generally that the newspaper at the principal centre continues to stagnate in its original class, if it does not slip into a lower one, and that at the new centre can hardly rise much higher, being a new one. Altogether it becomes a favourable proposition for the employers since, though they get the advantage of the earnings at both centres which are included by them in their consolidated Balance Sheets and Profit and Loss Accounts, they do not have to pay more to their employees because, inspite of rise in their earnings, the units at both centres stagnate in their original class. The position can be further compounded if the employer has two newspapers, one in English and the other in an Indian language at two different centres. If 'A' is an English paper at Madras and 'B' is a Telugu paper issued from Hyderabad, 'A' can also be issued from Hyderabad at much less expense, because the necessary printing machinery is already set up by him at both places. Similarly, 'B' can also be issued from Madras. The earnings from both these centres go into the same pocket, but by reason of the provisions made, they become independent units. Indeed, when an English and a Telugu newspaper are issued from one centre, they become a group, but there is no danger to the employer. While provision is made in a group for adding up the total income from all English newspapers as one unit and all language papers as another unit, there is no provision for adding up the income from the two units. They are independent units. The result is that the English newspapers and the Telugu newspapers, though they are issued from two centres, continue to be four independent units for the purpose of classification.

9.8 Nor is it easy to see on what principle one may permit adding up the revenues of more than one uni-language newspaper so as to qualify for a higher classification and not permit adding up the revenues of the same newspaper when issued from two centres. A Group like the Times of India publishes a number of English Daily newspapers with varying income capacities. All will be placed in the same class on the basis of the gross revenue of all these newspapers considered as one unit. Undoubtedly, there are considerable benefits a group or a chain enjoys by reason of these newspapers being issued from one centre. But the benefits enjoyed by a 'Multiple Unit' are not less, having regard to the fact that large portions of news material and advertisements are common to both the editions, which may not be the case in respect of the newspapers issued from one centre. In the case of a 'Group' the rule of treating individual newspapers as independent is not only given up, but they are liable to be placed in a higher class than the most prosperous of the unit, because combining the gross revenues

of all these papers as one unit may inevitably result in an escalation of the class for every newspaper.

9.9 Such confusing situations have sprung from a wrong approach of linking the fortunes of the employees to the fortunes of a product ignoring the broad purpose of classification. The purpose of classification was to divide the industry into convenient classes according to their magnitude so that the big and the small units of the industry are not treated on an equal footing. Once such a classification is made, establishments which fall in one class are required to be treated alike in the matter of wage fixation after gauging independently, the paying capacity of such establishments in accordance with the principles laid down by the Supreme Court in this regard. For this, a fair cross section of that class is chosen. And then, it does not matter whether the establishment manufactures its various products at one centre or many centres, especially, when an industry like the newspaper industry has no regional characteristics, and local conditions in the towns and the cities from which such newspapers are issued, do not present any special considerations. A newspaper establishment is essentially an industrial organisation which produces one or more than one newspaper. Newspapers are the 'products' of the organisation. Like all manufactured products, they have varying fortunes depending largely on the policy followed by those in control of the organisation. The employees have no say in policy decisions. All they are interested in is the continued prosperity of the industry, so that they can share in its prosperity by receiving a fair wage. If a dispute with regard to wage is raised, it will be between them and their employers and not between them and the individual newspapers. Moreover, if the employers are in a sound financial position to pay a higher wage, it will be no answer to tell the employees or a section of them that a product on which they are presently employed is not doing well. As a matter of fact in actual practice, the employees have only to take the word of the employer in this respect because they have no means of ascertaining its truth. The Balance Sheets and the Profit and Loss Accounts issued by the employers never indicate the allocation of income and expenditure to the several products manufactured by them. In these circumstances, to elevate a product to the status of an employer for the purpose of classification of the industry into big and small units is not reasonable. The proper way is to classify the establishments according to their magnitude on a fair and reasonable basis. That, again, ensures the same standard of employment and conditions of service which is recommended as legitimate and equitable by the Supreme Court in the Express Newspapers Case (page-409) and obviates the situation permitted in the scheme recommended by the first Wage Board for Journalists of paying some of the Journalists in the weaker organisations in the same group or chain more than those in its highest income units, thus, increasing the burden on the weaker units.

9.10 Before the new idea of classification on the basis of the revenues of the individual newspapers was mooted, groups in which the new idea found ready acceptance, had been paying uniform wages to their employees, regardless of the fortunes of the individual

papers which formed the Group. Later, some of them clutched at the new idea but that attempt was not successful with regard to the non-Journalists, thanks to the decision of Mr. Justice Bannerjee, already referred to. At present, Non-Journalist employees are being paid on an uniform basis in a group, the yard-stick employed being that of the class in which the most prosperous paper in the Group is placed. Their remaining grievance is now that on account of the artificial rules governing 'Multiple Units', 'Groups' and 'Chains', a large body of Non-Journalist Employees are stagnated at levels lower than class I which they would not have done if the total revenue of the newspaper establishment as a whole had been considered.

9.11 The provisions made by the Shinde Wage Boards with regard to the classification of 'Multiple Units', 'Groups' and 'Chains' followed substantially the model which found acceptance at the hands of the Wage Committee in 1958. The first Wage Board for Journalists constituted under the Chairmanship of late Mr. Justice Divatia, had classified newspaper establishments on the basis of their gross revenue which as I have endeavoured to show above was based on sound principles of industrial adjudication. When this was challenged before the Supreme Court in 'Express Newspapers Case' the challenge was rejected and the Court expressly upheld the classification of establishments on the basis of their gross revenues. (See pages 406 to 409).

9.12 The Wage Committee, however, thought that it was necessary to depart from the above principle, since in its view, newspaper industry had some "peculiar circumstances". The peculiar circumstance mentioned is that it would be inequitable to place a small unit in a chain of newspapers on a par with the more prosperous units of the organisation. The Committee seems to have been overwhelmed by the thought that a small newspaper like 'Kutch Mitra' published from Bhuj and owned by the 'Saurashtra Group' which also owned the 'Janmabhoomi' issued from Bombay should be placed in the same class as the newspaper 'Janmabhoomi', which was in a higher class. In the sequel, though according to the Committee itself, this was an isolated instance in a chain (See para 84 of the Report) the Committee thought it was necessary to depart from the accepted principle of classification of establishments as a whole and treat each of its constituent units on a separate basis.

9.13 The error into which the Wage Committee has fallen is to assume that the 'Saurashtra Group' is one newspaper establishment and the unit at Bhuj which produced the 'Kutch Mitra' was a 'constituent unit' of the 'Saurashtra Group'. The Act is concerned with a 'newspaper establishment' and the 'newspaper employee', and, therefore, both are specifically defined. The 'Newspaper Employee' to guard whose interests the Act was passed, is defined with reference to the 'Newspaper Establishment'. And the latter is an establishment for the production or publication of a newspaper or newspapers. The question as to who owns the newspaper is so secondary, that no direct reference is made to him. The existence of the 'establishment' implies a 'Controller' and such control may be exercised by a person or body of persons incorporated

or not. Indeed, in many cases, the Controller and the Owner may be the same person, but that is not essential for the definition. What is essential is that it should be an 'establishment' i.e., an organised industrial or business unit possessing the necessary equipment and means to *produce or publish* a newspaper or newspapers. Any journalist or person employed to work in or in relation to a newspaper establishment is a newspaper employee. Therefore, quite apart from the question as to who owns it, we have to identify the 'newspaper establishment' to which the newspaper employee belongs, and it is of such a newspaper establishment that one has to find the gross revenue, because the ultimate object is to fix or revise the wages of the newspaper employee with reference to the 'newspaper establishment' to which he belongs. A newspaper establishment is a self-contained unit which produces and sells the newspaper it produces. It may be owned by one or more persons. It may also happen that two or more self-contained units producing and selling different newspapers may be owned by one person. But these self-contained units function entirely independently of each other and are, therefore, strictly different newspaper establishments, as if, owned by different persons. But when units apparently separated, have functional integrality or constitute a composite whole, they lose their individual character and form themselves into one newspaper establishment. For aught we know, the unit at Bhuj producing Kutchmitra may be a self-contained units functioning entirely independently of other newspaper establishments at Bombay, Rajkot and Surat, though owned by the same owner *viz.*, the Saurashtra Trust. In such a case, the employee of the Bhuj unit must look to his own unit to pay him and not ask for a salary beyond the unit's capacity merely because another self-contained newspaper establishment at another centre belonging to the same owner pays higher wages. On the other hand, if the different units at the several centres are functionally, organisationally and administratively integrated for the purpose of producing the paper or papers, all the units will together constitute one newspaper establishment. Ultimately it is a question of fact as to whether a newspaper producing unit is a self-contained, independent newspaper establishment or not. It is also a question of identifying the newspaper establishment and not a question of dividing a Group into constituent units as the Wage Committee purports to do.

9.14 Many times, newspaper establishments are described by the Principal newspaper they print and publish. For example, even the Central Government when referring the dispute to the National Tribunal of Mr. Justice Bannerjee said it was a dispute between the employer and workmen of the Times of India. Perhaps, that was a better way of bringing out the significance of the newspaper establishment than describing the dispute as one between M/s. Bennett Coleman & Co. Ltd., and its employees. However, that may be, for the purpose of our Act, we have to deal with a newspaper establishment and its employees. Since a dispute can be only between an employer and his employees, it is to be expected that the dispute would be between the controller/owner of the newspaper establishment and its employees, the Controller/owner be-

ing before the wage fixing authority as representing the newspaper establishment which, under the Act, is an entity recognizable by its particular function of producing a newspaper. That entity is not capable of being split into 'constituent units', as the Wage Committee has purported to do. To the Wage Committee, the 'Saurashtra Group', by which I presume the Saurashtra Trust the owners was intended, was the bigger newspaper establishment of which the Bhuj Kutchmitra was the 'constituent unit'. This is impermissible, because if a newspaper establishment is identified with its owner, the expression 'under the control' in the definition would be most inappropriate. If Kutchmitra at Bhuj is an independent unit, self-contained and self sufficient, by all means treat it as an independent Newspaper establishment. But if it is functionally integrated for the production of a newspaper with any other unit or units, it will cease to be an independent entity and will constitute, alongwith the other integrated units, one single newspaper establishment.

9.15 A little elaboration of the subject in the light of the types of newspaper establishments we come across in the industry may be useful. The most numerous type is the *Single Unit* newspaper establishment which publishes a daily with its Sunday edition from one centre. It presents no difficulty but if this same Single Unit establishment starts producing the same paper from any more centre or centres, it becomes what is known as the *Multiple Unit* newspaper establishment. Inspite of the paper's production from more than one centre, it is one newspaper establishment because it has several features which proclaim its functional integrality. The new centre publication has a head start as it exploits the reputation and good will of the old paper. The management is common, administrative control is common and most of their staff is also transferable from one centre to another. Experienced staff from the old centre is transferred to the new centre. Editorials, features and articles, dispatches from special correspondents are sent to the new centre and sometimes even flings are prepared at the old centre and flown to the new. Mofussil correspondents are mostly common. Advertisements are common and combined concessional rates are charged for common advertisements. No separate balance sheets and profit and loss accounts are maintained for the two centres. Items of allocation of income and expenditure separately at two centres are not known. The proper evaluation of all such and many more other features would indicate that though the same newspaper is produced from more than one centre, its production is so functionally and administratively integrated, that it would be right to treat the separate units as integrated units constituting one newspaper establishment.

9.16 The third type of newspaper establishment is the Group, i.e., an establishment which after starting generally with a daily newspaper, expands its newspaper business by publishing more and more newspapers from the same centre. The group utilizes spare capacity and labour and effects economics of scale. The management, the administrative control and machinery are all common, and the balance sheets

also do not show items of allocation of income and expenditure for the various publications. The administrative and factory workers are all common and even the lower ranks of journalists are commonly utilised. The production of newspapers is so functionally integrated in a group that it would be absurd to regard individual newspapers as separate or independent units.

9.17 Then there is the Chain. A Chain publishes more than one newspaper from more than one centre. It may publish 2 or more newspapers with different names from 2 or more different centres. Again, if it is also a Group or a Multiple Unit, as understood above, it may be also publish different newspapers from different centres. The principle is the same. If all the newspapers are produced on an integrated and inter-dependent basis, the newspaper establishment is one though publications are issued from different centres. On the other hand, if each unit at a centre is an independent, self-contained and self-sufficient entity, it is an independent newspaper establishment, though the owner of that unit and the other units in the Chain is one and the same person.

9.18 In all the different types of newspaper establishments referred to above, at least one newspaper is generally a daily. Apart from these, there is what is known as the 'Periodical Unit', i.e., a newspaper establishment which issues a periodical or periodicals (other than dailies) from one or more centres. Though a periodical is issued from more than one centre, the public generally receives the same copy. Where the periodicals are fully integrated productions, the 'periodical unit' is one newspaper establishment. On the other hand, if the same owner issues from different centres different periodicals without any integration or inter-dependence amongst them, they will constitute independent Newspaper establishments.

9.19 Which is the organized establishment which produces the newspaper and to which the newspaper employee belongs? One has to address oneself to this question. In other words, it is only a question of properly identifying the newspaper establishment in which or in relation to which the newspaper employee works. And once such a newspaper establishment is identified, it would require to be classified on the basis of its gross revenue. By assuming that the Saurashtra Trust was the newspaper establishment, and being frightened with the prospect of paying the same wage to a weak as to its more prosperous unit, the Wage Committee decided artificially to split the "newspaper establishment" into smaller 'constituent units' in accordance with the newspaper it produced. This has distorted the whole perspective and introduced the several anomalies to which reference has already been made.

9.20 Many small and medium newspapers published from the mofussil or district headquarters has complained that the metropolis-based Groups, Multiple Units and Chains with their enormous monetary and technical resources are able to swamp with their publications the areas in which the District papers were circulating, and, therefore, their growth was retarded.

There is substance in this complaint. The remedy, however, does not lie with me. But there is no doubt that the change effected by the Wage Committee and the Shinde Boards to relate gross revenue to individual newspapers has only helped the Groups, Multiple Units and Chains from the metropolitan cities to proliferate into the interior.

9.21 Although the proper identification of a newspaper establishment with reference to its employees resolves the difficulties presented by a unit in a Chain like the Kutchmitra, the matter does not end there. Two important problems also have to be faced. In a Group, several newspapers are issued from one centre, with varying capacity to earn incomes. If all are placed in the same class by reason of the total gross revenue of the Group, it is contended, unequal would be treated as equals and the establishment will have to pay uniform rates of wages to all those employees engaged by these establishments which publish several publications irrespective of whether they are successful or not. The second problem is that by grossing the income of all the newspapers every one of them will be pushed in a class higher than that of the most prosperous newspaper of the newspaper establishment. These problems do not arise where an establishment is a 'Single Unit' establishment or when a 'Chain' publishes from several centres different newspapers run independently of each other. These problems do arise in the case of a Multiple Unit but to a lesser extent as it concerns only one newspaper. The problems really arise only in groups and also in chains when the latter are partly Groups or Multiple Units.

9.22 The Wage Committee and the Shinde Boards solved the first problem by treating every newspaper as an independent unit. Since several common benefits were noticed in the case of multiple units and groups, weightage was given to the weaker units to bring them as far as possible to the level of the strongest unit. In Groups which issued newspapers in English and the Indian language, all English dailies were put together to form one unit and all Indian language dailies to form another unit. It is obvious that the intention in giving weightage was to bring as far as possible all units to the highest level, so that one day, all occupational groups would be paid uniform rates of wages.

9.23 But we have already noticed the distortions caused by the above method. The object envisaged was laudable but it gave rise to malpractices by employers and discontent among the employees. In the case of Multiple Units, employers started new units at new centres one of the effects of which was to keep down the classification of the newspaper at its original centre. In the case of Groups, workers engaged in the same kind of work at the same centre were paid different scales of wages according to the fortune of the newspaper to which they were accredited. Discontent among the workers was rife and the employers had to reduce the rigours of the method by coming to terms with the employees. So far as Non-Journalist newspaper employees of a group were concerned, the employers, after the Bannerjee award, by and large, sanctioned uniform scales for

uniform work, irrespective of the capacity of the newspaper to which the employees were attached or its language. So also in the case of multiple units, employers like those of the *Hindu* which was issued from several centres or of the *Statesman* which was issued from Calcutta and New Delhi, made no discrimination as to wage scale at the several centres.

9.24 I am distinctly of the view that so far as Multiple Units are concerned, there is no reason why the employees both Journalists and Non-Journalists should not be paid the wages appropriate for the class in which the newspaper establishment is placed. As already pointed out the units at different centres producing the same paper are so organically and functionally integrated that there is no good reason to discriminate between the staff. In fact, in many cases, the staff is transferable from one centre to another. Since a large part of the editorial and administrative work is done at the original centre, the new centre requires only a skeleton staff on the editorial and administrative side. Cases are known where just an Assistant Editor heads the editorial side at the new centre. The need for a large complement of Sub-Editors and Proof Readers is not felt and there is no compulsion to appoint all categories of journalists. Only the factory staff which has to attend to the printing of the paper is necessary. All these persons are doing the same kind of work which their counterparts are doing at the old centre. One of the objects in opening a new centre is undoubtedly to exploit the region round the centre more effectively. But there is one more advantage in opening centres after centres. If there is a mechanical breakdown or a strike at one or two centres, the other centres can give the necessary production and maintain the sales of the paper. All the centres are expected to work in complete cooperation and harmony. Since all such centres present no special local advantage like cheaper production costs, but are chosen with an eye to cover a wider area of circulation, it is only right that those employed in the new centres must get a uniform wage as those at the old centre. This will not only reduce discontent amongst the workers but reduce known malpractices. In fact, the proprietors of the daily *Andhra Patrika* (IV) Vijayawada having another centre at Hyderabad assured me that even if the Hyderabad edition falls in class V on its own revenue, they would pay both the Journalists and Non-Journalists at Hyderabad class IV scales.

9.25 Coming to Groups (and Chains which are also partly groups) one thing that has to be noticed about them is that they have not been built up in a day. Generally, they started with an English daily and in course of time developed tremendous resources which were utilized to buy more machinery and technology and increase production capacity. Some started evening dailies and some others still prestigious periodicals. After Independence some of these groups saw the tremendous potentialities of language dailies and periodicals and alongwith their old established English newspapers ventured into Indian language dailies. In the meantime, weeklies and fortnightlies run by smaller establishments were seen making a good impact on the reading public. There-

fore, these old established Groups started publishing periodicals. They had spare capacity to produce periodicals, and with only a very slight increase in their man-power, they could print and publish periodicals which recently have easily crossed the lakh mark in circulation. The point of all this is that Groups have generally a long prosperous past, are equipped with the latest equipment and have the capacity to extend their newspaper activity with negligible increase in manpower.

9.26 No one need be distressed that in the case of a group the total income derived by the several newspapers published by the group are being added up to make the gross revenue. For one thing, all that income goes into the coffers of the particular newspaper establishment and it is out of this total income that the expenditure of the establishment is met. If it is legitimate to determine the gross revenue of a 'single unit' from the revenue obtained by the publication of its one daily, it is more than legitimate to add up all the revenues from all newspapers to determine the gross revenue of a group, because the latter is earned by utilising for the most part, spare capacity.

9.27 The real objection is to the fixation of a uniform scale of wages for the employees in the Group. It is true that if after classifying the Group on the basis of its gross revenue, a scale of wages is devised which that particular class has the capacity to pay, the employees must be paid those wages. What the employers, do not relish is the fact that thereby they pay the same uniform wage to those who produce a successful paper and those who produce an unsuccessful paper. The *Times of India* Group produces, e.g., the daily *Times of India* which brings in enormous revenues and the *Daily Economic Times* which brings in comparatively less revenues. Would it be right, if it is asked, to pay equal wages to those who work on the *Times of India* and those who work on the *Economic Times* even assuming the Group has the capacity to pay? It is contended that this only makes unequal equal. The objection has really no substance. Whether a paper is more successful or less successful, the people employed on them work full time and with the same care and efficiency. A printer of the *Times of India* does not show any greater skill than the printer of the *Economic Times*. For aught we know, the latter may be more efficient. Similarly, a Sub-editor or a proof reader of *The Times of India* may not be necessarily more efficient than those engaged on the *Economic Times*. It must be assumed, without any cavil, that the persons who have been selected and appointed by the Management to produce the *Times of India*, on the one hand, and the *Economic Times*, on the other, are doing the best for the success of their paper, and that alone is sufficient to earn for them the best that the establishment can pay. It must be remembered that we are still in the realm of 'minimum wage' and 'fair wage' and the goal of 'living wage' is far away. Therefore, if a uniform fair wage should be given to the same occupational categories, which is the accepted principle in wage fixation, the commercial success or otherwise of the product is irrelevant. Another rhetorical question in this same connection is asked, "Would you

pay uniform scales of pay to the Editor of Times of India and to the Editor of a periodical like, say, the Film Fare?" This is a wholly unfair question. In the first place, it must be remembered that I have not been appointed a Tribunal to fix the salaries of Editors who can take care of themselves. Nor is the assumption correct that the Editor of a daily should be paid more than the Editor of a periodical. In fact, many periodicals pay their Editors high salaries one of them getting the highest in the Indian Newspaper world. Moreover, Editors have their own price in the newspaper world, and all that I can do is to prescribe that in the lower classes he shall not be paid less than a certain salary, having regard to the need to maintain proper differentials between him and those who work under him. I am concerned more with the middle and lower order journalists. Then again, though the categories of Journalists are common both to Dailies and Weeklies, a daily requires a very large complement of Journalists of all categories, whereas a weekly or a fortnightly, only a few hands. For example, whereas the Printers (Mysore) Ltd., requires a complement of 137 Journalists for its dailies, the Deccan Herald and the Prajavani, it requires for its Weekly Sudha (1,55,000) and monthly Mayur (82,000) only 14 Journalists comprising 2 separate Editors, 4 Sub-editors, 4 artists and 4 Proof readers. All these Journalists are uniformly paid class 1 scales and, I think, quite properly. The point which deserves to be noticed is that if occupational categories are common, and you expect the same efficiency and work from every one appointed to that category, it will be absurd, if you have the capacity to pay, to discriminate between a proof reader attached to the Weekly 'Sudha' and a proof reader attached to the Prajavani, merely on the ground that one is a daily which brings in more income and the other is a weekly which brings in less income. Equal pay for equal work is the rule in any industrial establishment, irrespective of whether its several industrial products sell well or otherwise. And it is clear from the definition of 'Newspaper establishment' in the Act that a newspaper is a 'Product' of the establishment. There is no question of unequals being treated as equals.

9.28 That uniform rates of wages should be paid in all newspaper units in Bombay was first recognised in the Salim Merchant's award so far as non-journalist employees were concerned. That principle was followed by Groups like those of the Hindustan Times and others in the rest of India. The Wage Committee's recommendations did not affect this position because its report was confined to Journalists. The Shinde recommendations for non-journalists, however, gave a handle to the employers to give different scales of pay for the same work at the same centre, but the attempt was scotched by the National Tribunal of Mr. Justice Banerjee. The present position is that all groups pay uniform rates of wages to non-journalists.

9.29 Even as regards journalists, the same salutary principle had been followed when Groups had to introduce scales of pay with regard to the lower journalistic staff. One of the oldest Groups operating in India was that of the Times of India. Before Independence, it published the Times of India which was a morn-

ing daily, the Evening News of India, an evening daily, and the Illustrated Weekly of India, a weekly periodical—in English. When the Group introduced scales for those who were working on these newspapers, no discrimination was made between those who were doing similar work on the ground that one was attached to a more prosperous newspaper and the other to a less prosperous one. After Independence, when the Group started publishing Hindi newspapers, uniform scales were paid to Hindi Journalists. There was, however, a difference in the scales paid to English Journalists and Hindi Journalists because the latter had still to make the grade after the end of the British rule. The Wage Committee's report did not affect the Groups' prevailing practice. After the Shinde report, the management entered into an agreement with the Journalists which is rather interesting. The Group was publishing a number of dailies, weeklies, fortnightlies etc. in English, Hindi, Marathi etc. Under the settlement and thereafter, in a few years, all dailies in whatever language and from wherever issued were placed in class I, though some of them on their own revenue would have been placed in a much lower class. Weeklies, whether in English or Hindi, published in Bombay and Delhi and two fortnightlies in English with a large circulation were placed in class II. The rest of the fortnightlies and monthlies were placed in class III. All these classes were the classes given by the Shinde award to dailies. The settlement did not follow the Shinde recommendations in any respect except to adopt the classification pattern of dailies. Two points emerge. Language was eliminated as a different factor and secondly the Wage Board recommendations were substantially departed from. Nevertheless it must be admitted that the Wage Board did have some influence on the settlement, inasmuch as there was no uniformity of wages in respect of Journalists attached to the three different classes. But the Journalists attached to the periodicals got better wage as they received wage scales of dailies and not periodicals, which were much lower.

9.30 But the general trend amongst Groups which publish both English and Indian language newspapers at present is to eliminate all discrimination on the ground of language or periodicity. The Hindustan Times, a prominent Group from New Delhi, is one of them. The following newspapers published by the Group, on their own individual revenues, fall in the classes shown against them :—

Hindustan Times—English Daily—(I).

Hindustan—Hindi Daily—(II)

Hindustan Times Evening News—Daily—(VI)

Morning Echo—English Daily—(VII)

Overseas Hindustan Times—Weekly—(V)

But all of them were placed in class I irrespective of whether they were dailies or periodicals or in English or Hindi, or whether on their own Gross revenue they deserved to be placed in class I. The Ananda Bazar Patrika Group from Calcutta publishes several dailies and periodicals in English, Bengali and Hindi and though their income earning capacity varies considerably, all the newspapers and periodicals are placed in

the top class and uniform rates of wages are paid to the Journalist staff. This is true of many other Groups in other parts of India. The Assam Tribune Group which is the most important group in Assam publishing an English daily, an Assamese daily and an Assamese weekly does not discriminate either on the ground of language or periodicity. Similarly, the Printers (Mysore) Ltd., Bangalore, to which reference is already made pays uniform wages to all its four newspapers. This is also true of the Statesman Ltd., which publishes the Statesman from Calcutta and New Delhi. Similarly, the Karnataka Patrika Pvt. Ltd., which publishes a daily Samyukta Karnataka a weekly Karmaveer and a monthly Kasturi etc., in Kannada, has placed all its newspapers in class IV and is paying uniform scales of pay except in the case of the Editors. This is also the case with the Udayawani Group of Udupi. Matrubhumi Group from Kerala, which has recently stepped into class I pays the same scale to all including the Editors of the Daily and Weekly it publishes. The Saurashtra Trust whose Jamnabhumi Group at Bombay publishes 2 dailies, 2 weeklies and one other periodical, all in Gujarati, is paying uniform rates of wages of class III dailies though some of the periodicals would not have got them under the Shinde report.

9.31 This trend is only a recognition of the just principle that uniform wages should be paid to those who are engaged in similar work at the same centre. A group publishes a variety of dailies and other periodicals. They are sometimes in English and sometimes in Indian languages and sometimes in both. I shall hereafter show that whatever discrimination was justified more than 20 years ago between English and Indian language newspapers that would no longer be supportable at present. In the meantime, it should be recognised that all dailies require the same categories of journalistic staff at the middle and lower levels. Some may require a larger number, others a lesser number. But all those who are selected for appointment on those dailies put in the same amount of work and strive for the prosperity of the daily on which they work. This fully justifies a uniform wage, when the Group has the capacity to pay. Nor is it justifiable to discriminate between Dailies and Periodicals on the ground of capacity to earn. Many periodicals are known to earn more income than their own sister dailies in the same group. Editors of periodicals, now that periodicals have caught the general fancy of the public, are paid very high salaries, sometimes higher than those of Editors of dailies. Moreover, the staff required for periodicals is very limited as compared with the staff required for dailies especially when the material required by the periodicals is contributed by outsiders. If a daily requires 40 sub-editors and 25 proof readers, a periodical may require just 4 sub-editors and 2 proof readers. If all are expected to do full justice to their jobs, one fails to see why they should not be paid uniform scales as long as the Group has the paying capacity.

9.32 Nor is it any longer necessary to discriminate between English newspapers and Indian language newspapers published by the same Group. It was generally

thought a generation ago that language newspapers are lame ducks. That is no longer so. With the spread of literacy and education, and special emphasis on regional languages, language newspapers have come into their own, and boast of a circulation which is the envy of English newspapers. In 1971, Daily Thanthi a Tamil daily, Madras, had a circulation of 4,10,000 whereas the prominent English daily, Hindu, had a circulation of 2,01,000 (See Press in India, 1972 part I pages 80-81). The Malayala Manorama (5,00,000) and the Mathrubhumi (3,00,000) both Malayalam dailies published from provincial towns in Kerala have a circulation very much larger than the Indian Express published from Cochin. The Jugantar (3,02,000) a Bengali daily published by the Amrit Bazar Patrika Group has not only a very much higher circulation than its English sister, the Amrit Bazar Patrika (1,18,000), but also the old established Statesman (2,52,000) issued from Calcutta and New Delhi. The daily Ananda Bazar Patrika (4,17,000) a Bengali daily issued from Calcutta and which is the basic paper of the expanding Ananda Bazar Group, has a similar distinction. The Hindi Nav-Bharat Times (4,10,000) issued from Delhi and Bombay and belonging to the Times of India Group has equalled, if not surpassed its sister, the Times of India issued from these two places, though the former is a very much junior paper as compared with the age of the Times of India. The Maharashtra Times, (1,54,000) a Marathi daily started by the Times of India group in Bombay comparatively recently has a rising circulation. The Loksatta (2,49,000) the other Marathi daily issued from Bombay by the Express Group has a higher circulation than the Indian Express, (Bombay edition—1,91,000). In non-metropolitan towns, the language newspapers have generally eclipsed the English newspapers. The Sakal, a Marathi daily (1,56,000) issued from Poona and recently from Bombay has a very much larger circulation than any English paper published from outside the metropolitan area in Maharashtra. Nai-Duniya, a Hindi daily from Indore (1,29,000) has a larger circulation than any English paper published in Madhya Pradesh and Rajasthan. Prajavani (1,61,000) a Kannada paper published from Bangalore sells more than its group sister, the English Deccan Herald (1,12,000). What is true of dailies is true of weeklies and other periodicals. The Tamil weekly Kumudani of Madras (5,19,000) Malayala Manorama, a Malayalam weekly of Kottayam (4,15,000) (1979), Dharmayug, a Hindi weekly of Bombay (2,10,000), the Tamil weekly Rani (3,86,000), and a host of other language periodicals with a circulation of more than one to two lakhs show that their counterparts in English may well envy the circulation of the former. The renowned Illustrated Weekly of India sells 3,05,000 copies while other English periodicals sell much less. All in all it can be safely asserted that outside the metropolitan cities the language newspapers rule the roost today and with the spread of education and literacy and greater emphasis on the regional languages and Hindi, language newspapers have no reason to be apologetic and consider themselves lame ducks. Development in the language newspaper industry has been so rapid during the last decade or more, that considerations prevailing when the Express Newspapers case was decided in 1958 are no longer relevant. The very fact that

powerful Groups and Chains which built their reputation on English newspapers have turned to publishing Indian language newspapers and periodicals is the surest indication of how the wind is blowing. A newspaper proprietor from Nagpur who had been publishing an English daily has candidly admitted that he has started a new language daily, as in his opinion, English newspapers outside metropolitan cities have no future. Even the English Tribune from Chandigarh has recently turned to the publication of a Punjabi and a Hindi daily, both of which have achieved high circulation in a short time.

9.33 It was inevitable that with the increase in circulation of language newspapers, their capacity to attract advertisers has also increased. It must be admitted that a few English papers of metropolitan Groups have still an edge over their own language papers. That is partly because they have a very long illustrious past and there is a section of the industrial and commercial community which would like to reach by their advertisements large cosmopolitan populations concentrated in the metropolis and not conversant with the local language. If such one or two English papers are excepted, it must be said that by and large, the language papers are doing very well in the matter of advertisements also. We are now seeing in the language papers, advertisements which about two or three decades ago, were beyond their fondest hopes. An examination of any of the reputed language papers over a period would reveal the variety of advertisers who resort to them. Government and semi-Government bodies like Corporations, Zilla Parishads, Municipalities, Transport Corporations, Public Service Commissions advertise through the language media. Industries in the Public and Private Sectors who have their goods to sell or services to offer advertise in this media. Banks, nationalised or otherwise, the L.I.C. and a host of indigenous commercial bodies advertise through them. Even foreign commercial concerns which want to push the sales of their products resort to them. English language advertisements are being published in language papers more and more. Industries whose goods and services are required by the Agriculturist like Fertilizers, Tractors, Transport vehicles including Bicycles, Diesel Engines and Pump sets also advertise through its media. With the spread of industry and trade into the interior non-metropolitan language newspapers are benefited in the matter of advertisements. All this has inevitably caused a spurt in the rates of advertisement of language papers. If we compare the rates of 1964 and the present rates, the situation will be quite apparent. The Economics Times, a daily belonging to the Times of India Group charged Rs. 9 per C:Cm in 1964 and now (1-6-79) it charges Rs. 22.80 for the Bombay edition. On the other hand, Maharashtra Times, a Marathi daily of the same group which charged Rs. 6 in 1964 charges Rs. 22.50. Dharmayug, a Hindi weekly of the same group which charged Rs. 1200 per page in 1964, now charges Rs. 5400. On the other hand, Filmfare, an English fortnightly of the same group which charged Rs. 1650 in 1964 is now charging Rs. 4200 per page. Financial Express a daily of the Indian Express Group charged Rs. 7.20 per C:Cm in 1964. Now (1-7-80) it charges Rs. 25 (Bombay-Delhi edition). On the other

hand, Loksatta, a Marathi daily of the same group which charged Rs. 9.50 per C:Cm in 1964 now charges Rs. 32. The Amrit Bazar Patrika, an English daily used to charge Rs. 15 in 1964. Now (1-7-80) it charges Rs. 37 but Jugantar, a Bengali daily of the same group which charged Rs. 12.50 per C:Cm in 1964, now charges Rs. 57. This is a good illustration of how a language newspaper by increasing its circulation higher than its own English sister daily is able to raise the advertisement rate higher than that of the English daily. From Bangalore, we have two prominent papers, the Deccan Herald in English and the Prajavani in Kannada. In 1964, the former charged Rs. 6.50 per C:Cm and the latter Rs. 4.60. Now both are charging Rs. 24. Recently the Hindi daily Aryavarta has increased its advertisement rates and is charging more than its sister English paper, the Indian Nation from Patna. The Malayala Manorama and the Matrubhumi already referred to are charging Rs. 50 and Rs. 33 respectively per C:Cm. These rates are higher than what the Times of India charged in New Delhi and the Indian Express charged for its separate editions anywhere. The Ananda Bazar Patrika a Bengali daily with top circulation is charging Rs. 66 per C:Cm, which is more than what the Statesman or the Hindu charges. It is higher than what the Times of India charges for its Bombay edition. The lesson is quite clear. Circulation determines advertisement rates and not the language.

9.34 The conclusion follows that since language papers are now showing distinct trends of increase in circulation and in advertisement rates comparably with the sister English newspapers in the same Chain or Group, there is no necessity to discriminate between them or to give arbitrary weightage for the purpose of classification. Nor is it necessary to consider all English newspapers published by them as one unit and all the language newspapers as forming another unit. Apart from the fact that the management itself will feel it so, it would be invidious to treat any journalist as a second class journalist, when the income earning capacity of the language newspapers is comparable to that of English newspapers.

9.35 I have referred above to the fact that a very few exceptional metropolitan English daily newspapers with a long past and an established reputation as 'national newspapers' have an edge over their sister language newspapers in the matter of advertisement revenue earned by them. It is not any distinctive journalistic talent employed in these papers which is responsible for this. If it were, their circulation should have been far more than their own sister language newspapers in the same group. The position is otherwise. Moreover, whereas these English newspapers, a major portion of which is covered by advertisements, give anything between 10 to 24 pages to its reader for a price of 40 paise, the sister language papers give 6 to 10 pages for the price of 30 to 40 paise, which is certainly high considering the raw material cost. It is, therefore, a tribute to the Journalistic talent of the language newspapers that inspite of high rates of advertisements and sale price charged by them, they should surpass the circulation of the English newspapers. The high advertisement revenue of these English papers cannot be, therefore, attributed to

distinctive journalistic talent. I have already given one reason why these old English papers are preferred naturally by large sections of the cosmopolitan community in metropolitan areas. The other reason, by and large, is the typographical technology which enables English papers to use very small type and cram in one page much more advertisement material than is possible in the language newspaper of the same size. The normal columns in a page are eight. The Hindu has now perfected a technology which enables it to cram thirteen columns in one page. This is profitable both from the point of view of the advertisers (who pay for smaller space) and of the management (who cram more advertisements in the same space). These English newspapers spare more pages for the use of advertisers and earn more on the advertisements. In fact, they have become the principal advertisement media for local reasons. The point of it is that journalistic talent is not mirrored in the advertisements, but in the circulation of the paper. Therefore, if language newspapers have registered a circulation comparable to that of the English newspapers, there is no reason to make a distinction between journalists and journalists employed in the subordinate positions on the editorial side in the same group. In fact, language journalists have a sounder knowledge of English than English journalists of the local language.

9.36 My view, therefore, is that it will not be right hereafter to discriminate against the subordinate staff on the editorial side of language newspapers in a Group or a Chain (functioning as a Group) merely on the ground that a few exceptional English newspapers from metropolitan cities bring in more advertisement revenue than their sister language newspapers in the same group. Coming to brass tacks, the problem of discrimination does not arise in the Hindu and Statesman Groups because they do not publish Indian Language dailies. The Hindustan Times does not discriminate between its English daily and Hindi daily and even in the Times of India Group all the dailies are in the same class regardless of language and so also the weeklies.

9.37 That brings us to the second problem posed earlier, viz., that the grossing up of all revenues derived from all newspapers in a group has the effect of pushing up all newspapers into a higher class than its most prosperous paper would have been placed in. This objection is raised against the background of the Shinde award by which, generally speaking, classification was determined by the gross revenue of the most prosperous newspaper. Since it is proposed now that the total gross revenue of a newspaper establishment should determine its class and not the revenue of an individual newspaper, the objection does not survive. The fear expressed may be explained this way. Suppose a Group published two dailies, one a morning daily and the other an evening daily, in the same language. The normal rule was to see in what class each of them would be placed on its own revenue and then give weightage to the weaker one so as to bring it nearer to the other's class. It would happen in many cases that the prosperous one would fall in class II and the weaker one after weightage also in class II. And thus the employees would be paid class II wages. But

now if the income of both papers are added up, there is every chance of the papers falling in class I. This is quite true on the old assumptions. But once those assumptions are discarded and classification is determined by total revenue of a newspaper establishment, the problem exists no more. It would only necessitate closer thought being given when determining proper levels for the purpose of classification. The aforesaid objection could have been justly levelled against the Shinde recommendation of adding up the income of all Indian language dailies in a group as one unit and all English language dailies as another unit in which process, the class of the unit becomes escalated above that of its most prosperous paper and the less successful papers also get a much higher class.

9.38 To conclude, classification must be of the newspaper establishment as a whole and not of individual newspapers by treating the latter as 'Constituent Unit' of a newspaper establishment.

#### *Gross Revenue*

9.39 I am of the view that the classification of a newspaper establishment should be on the basis of its gross revenue. Gross Revenue, as a test, has been applied for the last two decades or more. The Supreme Court had approved it. The Employers opposed that test and suggested others, some of which had been already rejected by the Supreme Court and the previous wage fixing authorities. Other tests suggested by Employees were not found by me to be satisfactory. Therefore, a workable definition of Gross Revenue is necessary.

9.40 "Gross Revenue" of a newspaper establishment means revenues derived by the establishment from all sources of its newspaper business, including circulation of and advertisements in its newspaper or newspapers, and also includes income from the assets acquired and investments made by it out of funds earned in the newspaper business.

9.41 I agree that advertisement revenue plays an important part in the viability of a newspaper establishment. This is more so in the case of the small newspaper's whose capacity to attract high rated advertisements is limited. The rates charged by them are necessarily low. The bigger newspapers allot more than 40% of their space—sometimes even 70% for advertisements. The smaller ones allot very much less than 40%. I am, therefore, proposing that if the advertisement revenue obtained by a newspaper establishment, not being one falling in class VII, is less than 40% of its 'gross revenue' reduced by its advertisement revenue, the newspaper establishment shall be placed in the class next below that in which it would fall on the basis of its gross revenue. This would help struggling small and medium newspaper establishments, especially periodical units with low advertisement revenues which will have to pay scales of pay of a lower class than the one for which they are qualified on their gross revenue. Most mofussil newspapers will benefit from this provision.

9.42 It is customary in this industry to allow a commission to Agencies which undertake the circulation of the newspapers or bring in advertisements.

The Wage Committee and the Shinde Wage Boards have recognised this and allowed the amount paid by way of commission to be deducted from the gross revenue for the purpose of classification. I agree that this should be done. The question, however, is what rate of commission should be allowed. It is found that different rates are paid by newspaper establishments according to their status and standing. A reasonable rate, must, therefore, be fixed. The workable test of reasonable rates would be what the income tax authorities finally decide with reference to a particular newspaper establishment. Since classification or re-classification can not be made to wait till the income tax authorities finally decide the rate of commission allowable in a newspaper establishment, I am suggesting that the latest final decision of the tax authorities should be regarded as determinative of the commission allowed to be deducted from gross revenue. Where no such decision is available, the sales commission shall be 28% and the advertisement commission shall be 15% of the gross revenue earned by sale and advertisements respectively. This is suggested on an ad hoc basis and not to guide Income-tax authorities in their decision.

9.43 Newspapers are generally divided into Dailies and non-Dailies. Dailies generally include the 7th day edition of the daily or its special edition by whatever name it is called. The non-Dailies, including weeklies, fortnightlies, etc. are called periodicals. In the different kinds of newspaper establishments already described as 'Single Unit', 'Multiple Unit', 'Group' and 'Chain', the publication of a daily by these is understood. The periodical-unit, however, is concerned wholly with Non-Dailies and is entitled to be regarded as an independent newspaper establishment. It is however regrettable that many periodical units with high reputation have not cared to send replies to the questionnaires sent to them.

9.44 Representatives of some periodical units have represented before me that this Tribunal is not competent to lay down scales for their establishments because the periodicals printed or published by them are not 'newspapers'. It is not possible for me to take periodicals, one by one, and decide, on its contents, whether it is a 'newspaper' within the definition given in the Act. I am concerned with newspapers and newspaper establishments, as defined in the Act, and my recommendations relate to them. If any periodical unit is not a newspaper establishment, that will be a matter for other authorities to decide, should a dispute arise between the establishment and its employees.

#### *Classification of Newspaper Establishments*

9.45 All newspaper establishments, I have already said, are to be classified on the basis of their gross revenue. This applies to newspaper establishments which publish dailies and/or periodicals. For the last two decades, the structure of classification is related to successive levels or ranges of gross revenue. It would be inexpedient to change the pattern except to the extent necessary.

9.46 The Shinde Board for Journalists had suggested the following classification for Working Journalists, one for Dailies and the other for Periodicals :

DAILIES	
Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 25 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 12½ lakhs and above and less than Rs. 25 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
VII	Less than Rs. 5 lakhs.

PERIODICALS	
Class	Gross Revenue
I	Rs. 50 lakhs and above.
II	Rs. 25 lakhs and above and less than Rs. 50 lakhs.
III	Rs. 12½ lakhs and above and less than Rs. 25 lakhs.
IV	Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
V	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI	Less than Rs. 2½ lakhs.

9.47 The Board for non journalists had suggested another structure slightly different from the above for Non Journalist Employees :—

DAILIES	
Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 10 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

## PERIODICALS

Class	Gross Revenue
I	Rs. 50 lakhs and above.
II	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
III	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
IV	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
V	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI	Less than Rs. 2½ lakhs.

9.48 I think that instead of having different structures, we should have only one common structure both for Journalists and Non-Journalist Employees. This could be conveniently done.

9.49 On a comparison of the structures for the Dailies and periodicals both for journalists and non-journalists, it will be found that classes III, IV, V & VI of the dailies are identical, even as regards the scales of pay, with classes I, II, III & IV of the periodicals. Class VII of the Dailies, "less than 5 lacs" is split up into two classes of Periodicals ; class V 'Rs. 2½ lakhs and above but less than 5 lakhs', and class VI 'less than Rs. 2½ lakhs'. Class VII of the Dailies is identical in the matter of scales with class V of the Periodicals. Class VI of the Periodicals is paid a lesser scale. I think, class VI of the Periodicals with a lesser scale was not justifiable because Daily class VII is being paid the lowest permissible minimum scale and to go below it would be indefensible. Therefore, class VI for Periodicals should go, in which case, class V for periodicals will be "less than 5 lakhs", and the scales for it will be the same as for class VII of Dailies. The result will be as follows :

Class	Daily	Periodicals
Class III	=	Class I
Class IV	=	Class II
Class V	=	Class III
Class VI	=	Class IV
Class VII	=	Class V

9.50 Therefore, Periodicals, which at present, fall in classes I to V will fall in classes III to VII of the Dailies, and the Periodicals in class VI will also fall in class VII of the Dailies. The structure for periodicals can thus be amalgamated with the structure for the Dailies.

9.51 That leaves two structures, one of Dailies for Journalists and another of Dailies for Non-Journalist Employees. They are the same except for classes IV, V and VI in which there are slight discrepancies. These discrepancies can be removed by adopting only one structure. Subject to changes suggested hereafter my preference is for the pattern prescribed for Non-Journalist Employees, which is :--

Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

9.52 Some changes are necessary in the structure now adopted having regard to the high gross revenue earned by many newspaper establishments and the erosion in money value. At present, the top class is class I in the range "200 lakhs and above". This 'above' has no relevance to the gross revenue at present earned by the more prosperous Groups and Chains. The Times of India Group, for instance, has a gross revenue of over 38 crores in 1978. The trend shows increasing revenues. Therefore, propose that class I should be "Rs. 4 crores and above and less than Rs. 10 crores", and add two more classes at the top; (IA)—Rs. 10 crores and above and less than Rs. 25 crores, (IB)—Rs. 25 crores and above.

9.53 Indeed, if any newspaper establishment exceeds the gross revenue of Rs. 50 crores, it will be open to the parties concerned to seek revision of the pay scales by collective bargaining.

9.54 The ranges for classes II to VII require to be changed also. A newspaper with a steady circulation say of 5000 copies, may have been some years ago in class VII because it was priced low at that time. But now with rising costs of production the price has been raised, with the result that, inspite of circulation remaining constant, the gross revenue has considerably increased. Moreover, this will also serve to prevent groups and multiple units now in classes II and below from violently leaping into higher classes by reason of the new definition of 'gross revenue'. I would, therefore, recommend the following ranges of minimum and

maximum for the nine classes into which the industry is proposed to be divided.

Class	Gross Revenue
IB	Rs. 25 crores and above.
IA	Rs. 10 crores and above and less than Rs. 25 crores.
I	Rs. 4 crores and above and less than Rs. 10 crores.
II	Rs. 2 crores and above and less than Rs. 4 crores.
III	Rs. 1 crore and above and less than Rs. 2 crores.
IV	Rs. 50 lakhs and above and less than Rs. 1 crore.
V	Rs. 25 lakhs and above and less than Rs. 50 lakhs.
VI	Rs. 10 lakhs and above and less than Rs. 25 lakhs.
VII	Less than 10 lakhs.

9.55 In classes IB, IA and I, the ranges between the minimum and the maximum are deliberately kept high. Those who fall in these classes are generally Groups and Chains, all of whose publications may not be uniformly successful. Some may even be unsuccessful. And yet, the revenue received from them contributes to increase the Gross Revenue of the Establishment. In order to provide a cushion in such cases, the range between the minimum and the maximum is kept on the higher side.

9.56 The change-over from Gross Revenue of Individual Newspapers to Gross Revenue of Newspaper Establishments is not likely to create serious problems. Most newspaper establishments in India are "Single Units" or "Periodical Units", in which, the gross revenue of the newspapers is identical with the gross revenue of the Establishments. It is only the 'Multiple Units', 'Groups' and 'Chains' which may be somewhat affected. It must, however, be remembered that the Wage Boards, by giving weightage to the weaker newspapers, had already mitigated the inequalities. Secondly, the difference maintained in the minimum and the maximum in all classes is wide enough not to allow a sudden jump from one class to the next above. Thirdly, the 'Multiple Units', 'Groups' and 'Chains' generally belong to the higher echelons of the industry where the margin between the minimum and maximum is large. The effect, if any, would be marginal. By reason of higher ranges prescribed now, it is not unlikely that an establishment may fall in a class lower than the class in which it is now placed. But having regard to the scales of pay now prescribed, the employees are not likely to suffer. In any case they have the option to retain their present wage.

#### *Classification of Areas*

9.57 In view of the fact that the scales of pay are structured on the fair wage principle, and the fair wage is linked to the All India average consumer price index number, I do not think that it is any longer necessary to classify areas for the purpose of Dearness Allowance. The newspaper establishments are generally situated in Metropolitan cities and the more important State Capitals and Provincial towns and centres. Life may be comparatively poor in the later, but living is not cheaper. Rationing and price control which are better implemented in the Metropolitan cities and State Capitals peg down the prices in those areas lower than at other centres where distribution of essential commodities is not at all satisfactory. These facts of life cannot be ignored. On the other hand, most consumer articles being centrally distributed, transport, octroi and the like, make some of them comparatively more expensive in provincial towns and centres. As a matter of fact, the Family Budget Survey of 1971 found that the average expenditure on a family of 3 consumption units worked out to Rs. 441 for Bombay, Rs. 400 for a District town like Thana, Rs. 459 for Nasik, Rs. 390 for Delhi, Rs. 704 for Alwaye in Kerala and Rs. 497 for Bangalore. Paucity of expert medical and creates a burden on the provincial residents, which the metropolitan centres do not have to face. In fact, the Central Government pays the same scale of pay and Dearness Allowance to all its Employees at all levels wherever they may be situated. In this connection, it may be further noted that though the Wage Boards provided for different rates of fixed Dearness Allowance population-wise, they had granted a uniform rate of variable Dearness Allowance for all classes and all groups without regard to any area.

#### *Classification Procedure*

9.58 I have dealt with the classification of newspaper establishments in existence on the date of the implementation of these recommendations. For those establishments which have been in existence since before 1977, the classification will be based on the average gross revenue for the accounting years 1977-78-79. For those which have completed only two of three accounting years, the average gross revenue for those two years will be the basis and for those which have completed only one such accounting year, it will be on the basis of the revenue for that accounting year.

9.59 The above classification shall continue till reclassification is made in accordance with the re-classification rule.

9.60 The above excludes establishments which have completed less than one accounting year and new establishments which may come into existence after the date of implementation of these recommendations. So far as such establishments are concerned, I propose that they will be liable to be classified after completing one accounting year till re-classified thereafter under the Re-classification Rule.

9.61 However, I feel that all newspaper establishments which have completed less than three accounting years of their existence should be given some relief

because of the teething troubles they have to encounter. So far as their employees are concerned, such an establishment shall be placed two classes below the class in which it would be liable to be placed on the basis of its gross revenue, if it has completed one accounting year, and one class below if it has completed two accounting years. In either case, it shall not be placed below class VII. The rule of re-classification shall apply thereafter.

9.62 Some relief may have to be given to an establishment having a newspaper at one centre publishing it also from another centre. An establishment which is a group that is, one which publishes its several publications from one centre does not require any relief for starting a new newspaper from the same centre, because in such cases it is only utilizing its spare capacity, labour and resources. But when an establishment starts publication of its own newspaper from a new centre where it has no previous publication or publishes

a new newspaper from such a new centre, it may require some relief. In the case of the former, I propose that so far as the employees at the new centre are concerned, the establishment shall be deemed, for the first two accounting years, to be placed one class below the class it would ordinarily be liable to be placed in on its total revenue; and the latter for three such years. The lower class shall not be lower than Class VII.

#### *Re-Classification*

9.63 It should be open either to the Employer or to the Employees to seek re-classification of a newspaper establishment at any time after the accounting year 1982 on the basis of the average revenues of the three immediately preceding accounting years provided that such re-classification should not be sought more than once in any period of three consecutive accounting years.



## CHAPTER—X

### REVISION OF PAY SCALES AND WAGES

10.1 With regard to the capacity of an industry to pay, the following principles have been laid down in the Express Newspaper's Case :

(1961-1-LLJ-339 at page 367)

- “(1) That in the fixation of rates of wages which include within its compass the fixation of scales of wages also, the capacity of the industry to pay is one of the essential circumstances to be taken into consideration except in cases of bare subsistence or minimum wage where the employer is bound to pay the same irrespective of such capacity;
- (2) That the capacity of the industry to pay is to be considered on an industry-cum-region basis after taking a fair cross-section of the industry; and
- (3) That the proper measure for gauging the capacity of the industry to pay should take into account the elasticity of demand for the product, the possibility of tightening up the organisation so that the industry could pay higher wages without difficulty and the possibility of increase in the efficiency of the lowest paid workers resulting in increase in production considered in conjunction with the elasticity of demand for the product—no doubt against the ultimate background that the burden of the increased rate should not be such as to drive the employer out of business.”

10.2 The principle (2) above must be read with the qualification laid down at page 366.

“In a given case, it may be even permissible to divide the industry into appropriate classes and then deal with the capacity of the industry to pay class-wise.”

10.3 This qualification is not a substitute for the industry-cum-region rule. It only means that after the necessary classification, the classified industry continues to remain subject to the industry-cum-region rule.

10.4 The industry-cum-region principle is explained by the Supreme Court in the Greaves Cotton and Co. Ltd. case reported in 1964 I LLJ 342 at page 346.

“The basis of fixation of wages and dearness allowance is industry-cum-region. Where

there are a large number of industrial concerns of the same kind in the same region, it would be proper to put greater emphasis on the industry part of the industry-cum-region principle as that would put all concerns on a more or less equal footing in the matter of production cost, and therefore, in the matter of competition in the market. And this will equally apply to clerical and subordinate staff whose wages and dearness allowance also go into the calculation of production cost. But where the number of comparable concerns is small in a particular region, and therefore, the competition aspect is not of the same importance, the region part of the industry-cum-region formula assumes greater importance particularly with reference to clerical and subordinate staff.”

10.5 When, therefore, emphasis becomes necessary to be placed on the region part of the principle,

“Comparison had to be made with as similar concerns as possible in different lines of business for the purpose of fixing the wage scales and dearness allowance.”

10.6 Since the newspaper industry has to be classified into different classes due to the fact that there are units therein of different magnitudes and such classified units falling in one class are few and far between, the region part of the principle becomes important, and hence, so far as common occupations like clerks, the subordinate staff and the like are concerned, comparisons are permissible with similar concerns in different lines of business.

10.7 The Third principle referred to above is found in an expanded form in Ahmedabad Millowners Association Case (1966 I LLJ 1 at page 28.) :

“The claim of the employees for a fair and higher wage is undoubtedly based on the concept of social justice and it inevitably plays a major part in the construction of a wage structure. There can be little doubt that if the employees are paid a better wage which would enable them to live in fair comfort and discharge their obligations to the members of their families in a reasonable way, they would be encouraged to work whole-heartedly and their work would show appreciable increase in efficiency.

On the other hand, in trying to recognise and give effect to the demand for a fair wage including the payment of dearness allowance

to provide for adequate neutralisation against the ever increasing rise in the cost of living, industrial adjudication must always take into account the problem of the additional burden which such wage structure would impose upon the employer and ask itself whether the employer can reasonably be called upon to bear such burden. The problem of constructing a wage structure must be tackled on the basis that such wage structure should not be changed from time to time. It is a long range plan and so in dealing with this problem, the financial position of the employer must be carefully examined. What has been the progress of the industry in question; what are the prospects of the industry in future; has the industry been making profits; and if yes, what is the extent of profits; what is the nature of demand which the industry expects to secure; what would be the extent of burden and its gradual increase which the employer may have to face? These and similar other considerations have to be carefully weighed before a proper wage structure can be reasonably constructed by industrial adjudication. Unusual profit made by the industry for a single year as a result of adventitious circumstances, or unusual loss incurred by it for similar reasons, should not be allowed to play a major role in the calculations which industrial adjudication would make in regard to the construction of a wage structure. A broad and overall view of the financial position of the employer must be taken into account and attempt should always be made to reconcile the natural and just claims of the employees for a fair and higher wage with the capacity of the employer to pay it; and in determining such capacity, allowance must be made for a legitimate desire of the employer to make a reasonable profit. In this connection, it may also be permissible to take into account —the extent of the rise in price structure which may result from the fixation of a wage structure, and the reasonableness of the additional burden which may thereby be imposed upon the consumer. That is one aspect of the matter which is relevant."

10.8 Elsewhere in Chapter VIII of this report we have considered the progress achieved by the industry, its future prospects, the rise in profits and the nature of the demand which the industry expects to secure. In a separate Chapter we shall deal with the extent of the burden and its gradual increase which the employer might have to face after determining the scales of wages.

#### Scales of Wages :

10.9 I have to recommend scales of wages both for Working Journalists and Non-Journalist employees in the newspaper industry. The industry employee-wise falls into two parts. One part is of Working Journalists and the other of Non-journalist employees. The Act in the beginning dealt with the Working Journalists only. But later, the legislature recognised

the integrity of the industry as a whole and made suitable amendments to bring the non-journalist employees within the purview of the Act. The recommendations in respect of any section of employees are bound to impinge on the other section, and, therefore, an integrated approach to the industry is necessary when proposing scales of wages.

10.10 The Shinde Wage Boards categorised the Working Journalists and the Non-Journalist employees and divided the categories into appropriate groups for the 7 classes into which the industry was divided. Pay scales were laid down for the various groups by fixing the wage for the lowest group of the employees and constructing the higher structure of pay scales by appropriate differentials. A fixed amount of dearness allowance was allowed according to the area in which a particular newspaper establishment was situated and a uniform scale of variable dearness allowance was granted for the rising cost of living. The base was related to the All India Consumer Price Index of 166 (1949 = 100). It is the complaint of all employees that at the present price index of more than 400, the wages, though inadequate when they were proposed, have been grossly eroded and have no relevance now. They also assert that there is a continuous boom in the newspaper industry and that the industry has the capacity to pay much higher wages. After taking these points into consideration, some Interim Relief had been granted. The generality of newspaper establishments, granted Interim Relief as ordered by the Government though some went to Courts in writ petitions. The petitions, I am told, are still pending. The representative federations of the employers urged before me that they have hardly any further capacity to pay.

10.11 In preparing the pay structure, I think, I should adopt the general pattern which is now in existence since 1958. A wage pattern is devised to last, and though necessary variations may be justified, a drastic departure is inadvisable. I have, therefore, generally accepted the classification with modifications in the gross revenue ranges and added only two classes at the top. The categorisation principle is also accepted by me, and various categories have been divided into appropriate groups. A uniform scale of pay will be proposed for each group in each class of newspaper establishments. Since it is the experience over the years that the cost of living is continuously rising, provision for dearness allowance will have to be made.

10.12 I further agree that there is a distinct advantage in constructing a wage structure from the bottom up by determining what should be the minimum wage payable to the lowest group in each class not only because it is a practical way of approaching the problem but also because that group is generally the most numerous in the industry and the first victim of a rise in the cost of living.

10.13 Therefore, the problem resolves itself into determining the fair wages with a minimum for the lowest group in Class IB establishment at the top; and Class VII establishment at the bottom. The lowest group in the intermediate will be provided for by proper differentials.

10.14 In Working Journalists, the lowest group is that of Proof Readers. Non-Journalist employees fall into two sections : (1) Administrative Staff (2) Factory Staff. The lowest group of the Administrative staff is of "Peon, Sweeper, Bearer, Cleaner, Call-boy, Canteen boy, Water boy and Mali etc." In the factory staff the lowest group is Mazdoor, Reel-loader and Un-loader, Trolleyman, Baller". Both these groups are of unskilled workers and now receive the same scales of pay.

10.15 Keeping in mind the general principles of law already referred to and the fact that fair wage must be related to the industry's capacity to pay, I propose to work-out the fair wage for these lowest groups. We shall deal first with the Non-Journalist employees. In doing so attention may usefully be paid to the following factors :

- (1) What is the wage initially fixed by the Wage Board in 1967 ?
- (2) What is the wage actually received at present under the Boards' proposals ?
- (3) What would be the wage if appropriately neutralised at the average index figure for 12 months ending September 1979 ?
- (4) If the minimum wage fixed by the Central Pay Commission (1973) after modifying the recommendations of the 15th Indian Labour Conference is regarded as standard, what would be the minimum wage at present ?
- (5) What is the wage fixed under the Minimum Wages Act for nearly similar business ?
- (6) If some newspaper establishments have been paying a higher wage, what is the amount ?
- (7) What is the wage paid by comparable industries in nearly similar business and the trend of wage rise ?
- (8) If emphasis is necessary on the region part of the formula industry-cum-region, what is the wage paid by comparable industries to the subordinate staff ?

10.16 I have indicated elsewhere that I am not in favour of recognising region-wise differentials for the purpose of fixing dearness allowance. I would, therefore, adopt here for our calculations the rates of fixed dearness allowance which were fixed for class I area.

(1) The wage fixed by the Wage Board for the lowest group in class I and class VII at the price index number 166 was as follows: —

Class	Basic Pay	+	F.D.A.	Starting pay
I	Rs. 110-5-160	+	70	Rs. 180
VII	Rs. 50-1-60	+	50	Rs. 100

(2) The Board had anticipated rise in the cost of living and had provided for variable dearness allowance for every 10 points rise in a year at the rate of 0.50 paise per point rise. The Consumer Price Index average for the year 1978 is 400 points. Today, it is much higher. Even on the average for 1978,

the rise in index number is 234 (400-166). Hence, the variable dearness allowance comes to Rs. 117. In the meantime, the Government has ordered some Interim Relief, therefore, the present starting salary would be :—

Class	Basic Pay	F.D.A.	V.D.A.	Starting	Interim	Pay	Relief	Total	pay
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I Rs. 110+70+117=Rs. 297+85=Rs. 382

VII Rs. 50+50+117=Rs. 217+23=Rs. 240.

(3) The average index figure for 12 months ending September 1979 is 416. Neutralisation cent percent for a pay of Rs. 100 or less and at 90% for a pay between Rs. 100 to Rs. 200 is customary and permissible. Therefore, so far as Class I is concerned the starting pay would be Rs. 438, and for Class VII, it would be Rs. 250. What is neutralised is basic pay +F.D.A. in each case.

Compare these results with the results of (2) above. It is apparent that the uniform variable dearness allowance devised by the Board was not sufficient to adequately neutralise the rise in cost of living except to some extent at the lowest level.

(4) The Third Central Pay Commission (1973) dealt exhaustively with the questions of minimum wage in the light of the decisions of the 15th Indian Labour Conference which dealt principally with the industrial workers and adopted its general principles with rather drastic modifications for the purpose of fixing the minimum wage of the lowest category of a Central Government employees. It held, that Rs. 196 should be the minimum at All India Consumer Price Index 243 (1949=100). At the present average index figure of 416, it would be equal to Rs. 328 at the rate of neutralisation already adopted. A Sweeper in Central Government employment in metropolitan towns gets Rs. 340 besides Rs. 42 by way of local allowance.

(5) Several State Governments have fixed the minimum wages under the Minimum Wages Act for printing presses. Since the newspaper industry is a different type of business, wages in printing industry may not be relevant, except in the case of newspaper establishments falling in the lowest two classes. Following are the minimum wages fixed by some State Governments in respect of the lowest category, i.e. unskilled worker in private printing presses:—

STATE	Date of Order	Wages	Area	Special Allowance or D.A. if any	Total
Maharashtra	7-5-1976	95	1	192	287
Andhra Pradesh	18-5-1979	151	1		
Punjab	1-1-1979	225			
West Bengal	Sept. 1979	30		177.40	207.40
Delhi	31-12-1979	240			

(6) The more important newspaper establishments in India are members of the Employers' Associations which have uniformly shown general resistance to increase the emoluments of their employees on their own. According to them, there was an inbuilt safeguard against the rising cost of living in the form of a variable dearness allowance, and as long as that was paid, there was really no need to revise the rates of wages, the more so after Government sanctioned substantial interim relief after 1-4-1977. We have however, seen that the rate of variable Dearness Allowance fixed by the Board hardly neutralised the unanticipated rise in the cost of living except at the lowest level of Class VII. Moreover, the Linkage formula was uniform for all classes of newspaper establishments, clubbing for this purpose, the most prosperous and the least prosperous classes. This works to the advantage of the more important newspaper establishments which absorb a majority of the workforce, and that is the reason why they want to adhere to the *status quo*. On the other hand, they have shown no reluctance to repeatedly increase the selling price of the newspaper or their advertisement rates, charging much more to the consumer than what they were doing in 1965. Indeed, the prices of raw material, namely, newsprint, inks, etc. have undoubtedly risen and a hike in the newspaper price and advertisement rates was not unjustified to a certain extent. However, it must be remembered that this is not the only industry in India in which the prices of raw materials have risen. All Manufacturing industries whose raw materials are Iron, Steel, Cement, Timber, Chemicals, Drugs and the like have to face a similar situation. Rise in the cost of raw material can hardly be a good argument against revision of pay scales of their employees, if the employers, have otherwise, the capacity to pay. It would be wrong to content that while the employers are prepared to purchase raw material at any price, human raw material is dispensable. It is, however, a matter of gratification that though many employers and their representative associations opposed even the grant of interim relief, and some of them went to Court against it, several establishments have, on their own, or after negotiating with the workers, departed from the tacit policy of opposition, and given, in addition to the interim relief further relief which in some cases, is quite substantial. And these establishments belong to several classes and not merely to the higher class. The Times of India group and the Hindu have sanctioned Rs. 75 per month as additional relief. The Malayala Manorama and the Kerala Kaumudi have sanctioned relief of Rs. 100. The Mathrubhumi pays Rs. 110 per month. The Hindustan Times Group has sanctioned Rs. 65 for Journalists and Rs. 90 to Non-Journalists as additional relief. The Statesman pays Rs. 45/- per month and the Amrit Bazar Patrika which till recently paid Rs. 40 has now increased it to Rs. 100. The Ananda Bazar Patrika is paying Rs. 55/- to Journalists and Rs. 80 to Non-Journalists. The Printers (Mysore) Ltd., (Deccan Herald & Prajapati) have sanctioned Rs. 70 to Journalists and Rs. 50 to non-journalists. The Indian Express (Bombay) besides making an *ad hoc* grant at the rate of 6% on the total yearly emoluments subject to a maximum of Rs. 550 has sanctioned special relief

at the rate of Rs. 35 per month. The Express, Trichur, which is in class IV, pays additional relief of Rs. 80. The Assam Tribune (Class III) besides paying Rs. 95 as House Rent Allowance, is paying Rs. 50 as additional relief. The Newspaper & Publications Ltd., Patna, till recently in class III and now in II and the Ananda Bazar Group (Class-I) besides sanctioning other allowances have increased the rate of linkage dearness allowance. The total wage including other allowances paid to the lowest worker by the former is Rs. 509 and Rs. 620 by the latter. Several other papers from Kerala and elsewhere have sanctioned additional relief from Rs. 20 to Rs. 60. Chandrika, Deshabhimani and Janayugam which are in class V pay Rs. 60, Rs. 60, and Rs. 40 respectively. Kerala Times and Kerala Bhushanam which are in Class VI pay Rs. 60 and Rs. 40 respectively. Veekshanam in class VII also pays Rs. 20 as additional allowance.

(7) Printing presses do employ some of the categories employed in the newspaper industry, and therefore, one may fail to note the essential difference between the two industries. The newspaper industry is a unique industry. Only a few occupations where the newspaper establishments undertake job work are comparable with similar occupations in the printing industry. In the Newspaper industry, the Working Journalists and Non-Journalist Newspaper employees have to observe a tight time schedule in the performance of their work. This is not the case in the printing industry where job work is done. Even where a newspaper establishment publishes a weekly, a fortnightly or a monthly, it has to observe the time schedule for its publications because of increasing competition in the periodical publication business. Even so, it is not as if printing presses pay negligible scales of pay. The Tata Press which is a private printing press, pays Rs. 525 to its lowest worker. It is not also proper to compare the newspaper industry with Government presses. In point of actual work done by the Government Presses, they are hardly different from the private printing presses. Moreover, the pressure of time schedule is negligible.

(8) I have already pointed out that so far as the subordinate staff of the industry is concerned, the industry-cum-region principle requires that emphasis should be placed on the region part of the principle, when there are few instances of an industry in a particular region. The newspaper industry answers to that description. After classifying the industry into several classes according to their gross revenue, we realise that the top newspaper establishment, namely, the Times of India Group stands alone in the whole of India. It falls in the proposed class I B (over 25 crores) because its total gross revenue is over 38 crores in 1978. One or two Groups may fall in class IA (more than 10 crores but less than 25 crores) but all these newspaper groups are scattered over India and it is futile to search for a fair number of similar instances in one region. Since our present purpose is to determine what should be the minimum wage payable to an unskilled worker in the highest and the lowest classes of the industry, we have to pick up a top group in the industry and that is the Times of India Group. With its gross revenue of Rs. 38 crores

(1978) it stands alone. Therefore, it is permissible to compare it with comparable industries in the region though not in the same line of business. The All India Newspaper Employees' Federation has, in its memorandum, Vol. II collected in one place, a wealth of material to show what is the minimum wage paid to the lowest unskilled worker in different industries in various regions. The object is to show that most of them pay anything between Rs. 500 and Rs. 800 per month to the worker. I have picked up 4 companies in different lines of business in Bombay region for comparative study. In point of their Net Worth, Gross Block, Depreciation, Gross Revenue, Gross Profit and Dividends paid, they are much inferior to M/s. Bennett, Coleman & Co., Ltd., (the Times of India Group). And yet the minimum wage paid by them ranges between Rs. 535 and Rs. 800. See Annexure V. The Group pays at present Rs. 457 to the lowest worker on the factory side and Rs. 462 on the Administrative side.

10.17 When the wage rates of the newspaper industry are to be fixed for different classes of newspaper establishments all over the country, it would not be out of place to consider the trends of rising wage level which are noticeable in the units of public and private sectors for the years 1977, 1978, 1979. The All India Newspaper Employees' Federation has submitted in its memorandum the comparable wage scales and rate of Dearness Allowance and other allowances in several concerns. In the years referred to, Labour Organisations and Managements of Units in the Public and Private Sector have, in the process of collective bargaining, revised the old wage agreements. The general trend has been that at the time of revision, the then existing Basic wage and Dearness Allowance at a particular Consumer Price Index Number are merged. The wage scales thereafter are revised as also the rate of Variable Dearness Allowance. Annexure VI contains a Table indicating the revised pay scales of categories of occupations together with the trend of Fixed Dearness Allowance and Variable Dearness Allowance. Generally the revised minimum, excepting in a few cases, is not less than Rs. 200 to begin with. The total of fixed Dearness Allowance and Variable Dearness Allowance is more than 50% of the Basic wage. And in certain cases it is higher, being double the minimum basic wage and more. In addition to the Basic wage and Dearness Allowance, most units are giving other allowances in the nature of House Rent Allowance, Compensatory Allowance, and other allowances. A wage fixing authority cannot close its eyes to the general trend of rise in wage levels, dearness allowance and other allowances which constitute the total pay packet. The newspaper industry is like any other industry, and if other industries have prospered, the newspaper industry has also prospered and has a bright future. Therefore, in fixing the wages for that industry, it cannot claim to be considered on an isolated footing when it has the financial stability and capacity to go with the current wage levels in other industries, so far as the common lower categories are concerned.

10.18 On an overall consideration, therefore, it would be fair to fix the minimum basic wage at the

index figure of 400 (1949=100) at Rs. 550 for class IV newspaper establishments. For class IA, it should be Rs. 525 and for class I, it should be Rs. 500. Even at present, the Ananda Bazar Group, which falls in class I, pays Rs. 483 per month besides other allowances which come to Rs. 137 per month.

10.19 Coming now to the lowest class VII, I have to take special note of the fact that though class VI and VII are part of the newspaper industry, the evidence before me does not present a good picture. I was informed that most of these papers did not even pay the Wage Board's scales. The papers are often adjuncts of job work presses, owned by one man or a family and engaging a very tiny staff. The staff is too small to be organised and too weak to persuade the Government to enforce the recommended pay scales. For example, Sadhvi, a Kannada Daily from Mysore has a gross revenue of less than 5 lakhs and hence belongs to class VII. It is a proprietary concern, the proprietor being the Editor. The only staff engaged on the journalist side is the proof reader; and on the non-journalist side, there are only 4 employees, a Manager, a Clerk, a Printer and a Compositor. The circulation is 5000. The staff is given the wage scales of the Board but not the variable dearness allowance which was quite substantial in 1975-76. The proprietor's net income is about Rs. 30,000. Similarly, the Vishal Karnataka, a Kannada Daily in class VI published at Hubli does not pay its employees the variable dearness allowance. Very few establishment falling in these classes have sent replies to our questionnaire and those who have done so were merely interested in informing us that their financial position is bad. During my tour to different centres, practically, nobody working in these classes of papers appeared with their grievances; and organised Unions were more interested in telling me that the higher class papers were paying low wages. Indeed, as these classes are part of the industry, I have to recommend a scale but that cannot be much higher at the start than what is payable under the Minimum Wages Act. As a matter of fact, it might be more advantageous from the point of view of the staff to apply the Minimum Wages Act to the newspaper establishments with a gross revenue of less than Rs. 25 lakhs because in that case there might be easier implementation of the scheduled wage. Calculations made on the basis of replies given to the questionnaire by the class VI and VII establishments show some improvement in circulation revenue and advertisement revenue. But their profitability is low. the average growth rate of gross profit is 0.17 lakhs in class VI newspaper and 0.04 lakhs in class VII newspaper. Taking all facts together, I think the starting wage in class VII should be Rs. 300 and in class VI, it should be Rs. 325 per month. Class V establishments share some of the handicaps of classes VI & VII and, therefore, the minimum in that class should be Rs. 350.

10.20 My conclusion, therefore, is that the lowest Group of Non-Journalist Employees in class IB newspaper establishments should get the wage of Rs. 550 and the lowest Group in class VII should get the wage of Rs. 300. The Minimum for the

intermediate classes will be Rs. 525 for Class IA, Rs. 500 for class I, Rs. 475 for class II, Rs. 450 for class III, Rs. 425/- for class IV, Rs. 350/- for class V, and Rs. 325 for class VI.

10.21 We shall now turn to the Working Journalists and the lowest category amongst them. It is to be observed that the success and prosperity of newspaper establishments primarily depend upon the calibre of the Journalists they employ. The reading public is interested in the news and views part of a newspaper, and if the quality of that part appeals to the reading public, circulation of the newspaper increases. More circulation attracts more advertisements and better rates, thus increasing the total revenue of the establishment. Hence, Journalists, who belong, generally, to the more intellectual section of the middle class, deserve to be treated in a more generous way than other middle class employees in common or routine occupations in the same or other industries.

10.22 The lowest category of Working Journalists is of Proof Readers. As a class of employees, Proof Readers are also to be found in job printing presses and Government presses. But there is a wide distinction between such Proof Readers and Proof Readers of newspapers. The Shinde Wage Board had recognised this distinction in the following words:

"In the printing industry there are no doubt Proof Readers, but the work of the proof Reader in newspaper establishments is more exacting and calls for greater responsibility. In a daily newspaper which publishes several editions during the day, the Proof Reader has to take final responsibility in ensuring conformity with the copy and for completing the work within the stipulated time".

10.23 The Proof Reader in a newspaper not only corrects mistakes of spelling but also mistakes of grammar, syntax and, what is more important, of facts when reference back is not possible. He corrects factual statements on the basis of his own knowledge and intelligence. His work is not merely mechanical. If he does not exercise his responsibility efficiently, the paper becomes unreadable and all the labour showered on it goes to waste. That is indeed the reason why a Proof Reader in a newspaper is regarded as a Journalist and hence his comparison with a Proof Reader in the printing industry is not sustainable.

10.24 And yet the last Wage Board gave the Proof a scale of Rs. 190-400 (12 years) in a class I paper. That is practically the same scale which it gave to Non-Journalist Group VI in class I newspaper comprising those who are generally regarded as Junior Clerks. The National Tribunal for Non-Journalist employees (Shri Justice Bannerjee) had to deal with the Proof Reader in the advertisement department under the Administrative section and it fixed a higher scale for them. The scale was Rs. 250-

680. Surely this should have induced the Managements to raise the scale for Proof Readers in the news section at least to that level. But that was not done except by a few establishments. The Ananda Bazar Patrika Group gave him a scale of Rs. 250-670 (18 years). The Amrit Bazar Group gave a scale of Rs. 235-680 (15 years) and the Statesman, a scale of Rs. 220-570 (19 years). The Chief Proof Reader in the Patrika Group was given the scale of Rs. 270-740 and in the Statesman, Rs. 250-735.

10.25 Representatives of Proof Readers practically at all centres and the two premier associations of the Working Journalists urged before me that great injustice had been caused to the Proof Readers by the previous Wage Fixing Authorities who treated them as almost a class of Non-Journalists reluctantly admitted to the fold of Journalists. They assert that the Proof Readers' qualifications and responsibilities are certainly not inferior to some of the categories clubbed with the Sub-editor in Group III, and hence, in justice and equity, they should have been clubbed with Sub-Editors in Group III. They further object to the difference in scales provided for them and for Group III, pointing out that whereas the Proof Reader's starting pay is Rs. 190/- and the maximum, Rs. 400/- those for Group III are Rs. 400/- and Rs. 1250/-. This, according to them, only emphasised that the previous Wage Board only suffered them to come in as Journalists although they had the final responsibility for producing the day's paper without mistakes. I agree that full justice had not been done to this class of Working Journalists and some employers did express sympathy for them. One particular provision was especially galling. Any Journalist, according to them, who is not in any of the groups of Journalist, falls automatically in Group III if not placed by the Management in a higher class. And such a Journalist may not, by his qualifications, be superior to a Proof Reader. I think the position deserves to be corrected. It may or may not be that Group III now contains certain categories who cannot be justly placed above the Proof Readers. But I do not want to disturb the accepted position in the industry for over two decades. All the categories specifically mentioned in Group III shall remain in that Group. I would only like to add one more category to that Group and that is of the Chief Proof Reader. He had been placed in a separate Group IV A. I do not think that there is any need for Group IV A. Further, in my view, the residuary part of Group III should be dropped from Group III and appended to Group IV. This will serve the purpose of assuring the Proof Readers that they are Journalists like any other, and that a new category of Journalists will not automatically come in Group III, whatever its intellectual equipment. Indeed, having regard to the duties of the Sub-Editor or Reporter, I am not inclined to club the Proof Readers with them, but the gap between the Proof Reader and the Sub-Editor will require to be narrowed down to some extent.

10.26 At the index figure of 400, the starting pay of a Proof Reader as prescribed by the Shinde Board in class I would be Rs. 377. Adding interim

relief of Rs. 131 granted by the Government, it comes to Rs. 508. Similarly, the maximum would amount to Rs. 607. Adding Interim relief of Rs. 131, it is Rs. 738. In the Central Government printing press in a metropolitan area, Class I Reader is given the scale of Rs. 425—600. Along with Dearness Allowance, House Rent Allowance and Compensatory Allowance, his total emoluments at the start come to more than Rs. 680. In the State Government Presses of Maharashtra, the Reader's starting emoluments including D.A., H.R.A., C.C.A., range between Rs. 448 and Rs. 468. But, as I have already said, a Proof Reader in Government Press cannot be compared with a Proof Reader in a newspaper.

10.27 Some class I papers have tried to improve the total emoluments of Proof Readers. I have already referred to the three Groups from Calcutta. The Hindu of Madras has increased the maximum to Rs. 580. It is to be noted that after interim relief was sanctioned by Government on 1-4-1977, several newspapers all over India have *suo motu*, or under agreements with their employees, given substantial *ad hoc* reliefs, both to the Working Journalists and Non-journalists. Thereby they have accepted the justice of the interim relief granted by Government. The Hindu pays about Rs. 580 at the starting stage. The Times of India pays about the same. The Malayala Manorama pays nearly Rs. 600. Ananda Bazar Group pays Rs. 664 at the minimum, besides other allowances amounting to Rs. 159. Even the non-metropolitan Group of Indian Nation and Aryavarta which is in Class II pays altogether Rs. 615 per month including Rs. 45 as a House Rent Allowance.

10.28 I have already indicated that the Board's scale of Rs. 190 to Rs. 400 was too meagre. The Proof Reader should have been accorded at least the scale of Rs. 250 to Rs. 680 a scale which the Advertisement Proof Reader is given by Mr. Justice Bannerjee. For the purpose of our discussion, the Proof Reader shall be deemed to have been given the scale of Rs. 250-12-310-24-430-50-680 (15 years). On that basis, the starting pay of a Proof Reader at the index of 400 would have been Rs. 447. Adding interim relief of Rs. 131, it would come to Rs. 578. I have shown above that many newspapers in class I are paying to all their employees, including the Advertisement Proof Reader additional *ad hoc* relief ranging between Rs. 75 to Rs. 110. On a consideration of all the facts and circumstances relating to the Proof Reader in class I newspaper, I think that apart from the allowances and other benefits, he should get a minimum salary of Rs. 700.

10.29 In class VII newspaper, the starting pay of proof reader at 400 index is Rs. 292. Adding interim relief of Rs. 85, it comes to Rs. 377. So far as the Non-Journalists are concerned, I have said the minimum should be Rs. 300. I would, therefore, propose that the proper starting wage for a Proof Reader in class VII newspaper establishments should be Rs. 400. By providing appropriate differentials for the other

classes a Proof Reader should get the following Minimum wage in the several classes :—

CLASS :	IB	Rs. 800
	IA	Rs. 750
	I	Rs. 700
	II	Rs. 650
	III	Rs. 600
	IV	Rs. 550
	V	Rs. 500
	VI	Rs. 450
	VII	Rs. 400

10.30 To sum up, the Basic wage, payable to the lowest category in a newspaper establishment is as follows :—

CLASS JOURNALISTS	CLASS NON-JOURNALISTS (Administration—Factory)
IB	Rs. 550
IA	Rs. 525
I	Rs. 500
II	Rs. 475
III	Rs. 450
IV	Rs. 425
V	Rs. 350
VI	Rs. 325
VII	Rs. 300

10.31 We shall now turn to consider the starting Basic wage of Working Journalists above the Proof Reader's level.

10.32 These higher Groups are (I) Editor, (IA) Resident Editor, (IB) Assistant Editor Group, (II) Chief Sub Editor Group, (IIA) Senior Sub-Editor Group and (III) Sub Editor Group. All these Groups receive, besides the scales prescribed by Shinde Board, Dearness Allowance, Variable Dearness Allowance, Interim Relief granted by Government and, in most cases, *ad hoc* additional relief. Having regard to the proposed starting wage of Rs. 700 to class I Proof Reader and the necessity of observing appropriate differentials, I suggest the following starting wage which is roughly comparable to the total wage given by Government to its officers in the Central Information Service :—

IA—Rs. 1600, IB. Rs. 1350, II. Rs. 1250,

IIA—Rs. 950, III. Rs. 900 in Class I.

10.33 Starting from here, we can appropriately fix the starting wage of these Groups in classes IA and IB which are above class I and classes II to VII which are below class I. No scale will be prescribed for Group I in classes IB, IA and I, because journalists in this Group have their own price which generally is much higher than one can prescribe for them. Once the starting Basic wage for the groups in class I is fixed, there is no difficulty in fixing the start of the scales for Working Journalists in other classes, bearing in mind the total wage they receive at present.

10.34 Turning to non-journalists again, I have said above that in class I newspaper, the scale of Rs. 250 to 680 should have been the scale allowed by Shinde Board to the Proof Reader. That happens to be the scales which the Shinde Board has given to the Stenographer Group V in the Administrative section and the Lino Mechanic Group I in the Factory section. Therefore, the starting wage, whatever it be, for the Proof Reader Group the Stenographer Group and the Lino Mechanic Group should be near about the same. That formula which is reasonable will facilitate the determination of the starting scales of pay of all Non-Journalists. For example, Stenographer Group IV (proposed) in Class I and Lino Mechanic Group I, will get the starting wage of Rs. 700 allowed to the Proof Reader. The lowest on the Non-Journalist side in class I is Rs. 500. Therefore, all Non-Journalist Groups below Administration Group IV and Factory Group I will have to be accommodated between these two limits by allowing appropriate differentials as follows :—

<b>Administration Group : IV.</b>	Rs. 700
V.	Rs. 610
VI.	Rs. 555
VII.	Rs. 500

<b>Factory Group :</b>	I.	Rs. 700
	II.	Rs. 640
	III.	Rs. 615
	IV.	Rs. 590
	V.	Rs. 540
	VI.	Rs. 500

similarly for the non-journalists of other classes.

10.35 Having shown how the scales of the Factory employees and the scales of the lower Groups of employees in the Administrative section can be fixed at the starting point, it will be easier to fix the starting Basic wage of Group I to III of the Administrative Section of the newspaper establishments.

10.36 The next question will be to devise a formula for the maximum of each scale. That is a general question, and there are no hard and fast rules about it. However, one thing is indisputable that the scale span should be longer in industries where there are fewer avenues of promotion. The newspaper industry

is one of such industries. The Shinde Wage Boards generally favoured a 12 year span. Justice Banerjee, in his award in respect of the dispute raised by some establishment with regard to scales given to the Non-Journalist employees, extended the span in some cases. I have also found that many employers have, in their discretion, extended the span by giving the last increment once a year or two years or three years after the maximum prescribed was reached. The Hindu, in my opinion, has followed a pattern which is fair and just. What it has done is that while accepting generally the Board's scales, both for Journalists and Non-Journalists, it has sanctioned one increment annually for the succeeding years after the employee reached his maximum. At present the excess above the maximum amounts to the total of 6 last increments. For example, in the case of Proof Readers, the scale adopted is as follows :—

Rs. 190-10-240-20-340-30-400-430-460-490-520 550-580. It has done this in the case of every scale relating to the Journalists and Non-Journalists. This has not only extended the span but also corrected the deficiency in the scales at the earlier levels. I propose to accept the maximum thus worked out as the basis in cases where the scale and the last increment are substantial. The new maximum, therefore, will be the total of (1) the maximum allowed by the Boards in that scale, (2) 5 or 6 times the last increment; and what the employee is already receiving viz., (3) fixed Dearness Allowance at that level, (4) Variable Dearness Allowance of Rs. 117/- (5) Interim Relief allowed by Government for that class and (6) a fair amount calculated on the basis of additional relief given by some of the papers in that class. The total should be the nearest convenient figure. To illustrate this, I shall take the Proof Reader in Class I. I have already said that for our present purpose, Shinde Board must be deemed to have prescribed the following scale to the proof reader :—

Rs. 250-12-310-24-430-50-680.

The maximum in that scale is Rs. 680. Add to it 5 last increments of Rs. 50. That comes to Rs. 930. Add. Rs. 130 Fixed Dearness Allowance, Rs. 117 Variable Dearness Allowance, Rs. 131 Interim Relief and Rs. 100 Additional Relief given by some of the Newspapers in Class I. The total comes to Rs. 1408. Therefore, the maximum for the Proof Reader shall be Rs. 1425. So the scale shall be Rs. 700 to 1425, by proper increments extended over 18 years. In cases where the scale and the last increment given by Shinde award are not substantial, a proper differential will be maintained with the other scales fixed in the above manner, bearing in mind the maximum allowed for common lower categories by some newspaper establishments themselves.

#### *Dearness Allowance*

10.37 The existing fixed Dearness Allowance, Variable Dearness Allowance and Basic Wage including interim relief granted by Government by order dated 1-4-1977 are pegged, as the case may be, at the All India Average Consumer Price Index Number 400 (1949 = 100) which is the basis for the payment

of Variable Dearness Allowance for the year commencing 1-1-1979 and at Index Number 425 (1949 = 100) which is the basis for the payment of Variable Dearness Allowance for the year commencing 1-1-1980. The relevant date for the application of revised scales of pay is 1-10-1979 in the case of employees of Newspaper Establishments placed in classes IB, IA, I, II and III and the relevant date for employees of other establishments is 1-10-1980. The new Variable Dearness Allowance will be substituted for the old one on these two dates for the respective employees. In calculating the new Variable Dearness Allowance, however, the old series with base 1949 = 100 will be discontinued and the series with base 1960 = 100 will be followed. The new Variable Dearness Allowance will vary with every rise or fall of 6 points in the consumer Price Index Number of the series 1960 = 100. It will be revised half yearly on 1st April and 1st October at the rate of Rs. 5 for every variation of 6 points. The Dearness Allowances will also vary with wage slabs as illustrated in Table II attached to the recommendations.

#### *Other Allowances*

10.38 It is urged on behalf of both Journalist and Non-Journalist employees that the Tribunal has sufficient material before it to fix the rates of some common allowances granted not only by industries in general but also the Government and the Public Sector Undertakings, especially in view of the fact that some newspaper establishments also, though their number is few, have been granting these allowances in one form or the other. And these establishments are not confined only to the top ones. The I.E.N.S. however, has questioned the Tribunal's jurisdiction in the matter.

10.39 A statutory body like the present Tribunal which is created for the specific purpose of fixing and revising rates of 'wages' of newspaper employees has undoubtedly jurisdiction to determine not only 'wages' *i.e.* 'all remuneration' payable to the employees, but also the form in which it should be paid. Part of it may be made payable as a monthly salary, part as Dearness Allowance, and part as other allowances and benefits. Of such 'other allowances' I have finally selected (i) House Rent Allowance, and (ii) Night Shift Allowance, as the two appropriate allowances which should be paid by some classes of the newspaper industry to the employees.

#### *House Rent Allowance*

10.40 The raison-detre for this allowance in the present state of paucity of residential accommodation is recognised by all wage fixing authorities. The Shinde Wage Board had left the question of allowances to collective bargaining, but few top newspaper establishments showed any inclination to resolve the problem. However, House Rent Allowance is being paid by some newspaper establishments to all employees and by some others, selectively. But it must be said that a large majority of establishments are not paying the same.

10.41 There is a statute in West Bengal which provides for the payment of House Rent Allowance

as a percentage of the wage to a workman. The minimum is Rs. 10 per month. The Calcutta papers are paying the statutory allowance. In fact, some of the Groups are paying a higher rate, for example, the Amrit Bazar Patrika is paying a flat rate of Rs. 60 described as 'other allowance' and this includes the statutory amount. Balance, if any, is agreed to be adjusted in a wage revision. The Statesman pays House Rent Allowance which varies between Rs. 10 and Rs. 32 per month. Some of its managerial staff get House Rent Allowance varying between Rs. 150 and Rs. 350. Some members of the subordinate staff are allotted rent free quarters inside the establishment's premises. The Ananda Bazar Patrika pays the lowest category of workers House Rent Allowance of Rs. 45 per month.

10.42 There was no statutory provision for payment of House Rent Allowance to Journalists but they are also being paid by some of the Calcutta papers. The Amrit Bazar Group is paying Rs. 30 as the maximum to its lower Journalistic staff. The Statesman pays House Rent Allowance to out-station correspondents and senior journalists varying between Rs. 150 and Rs. 350. Rent free quarters furnished or unfurnished, with or without servants, are given to some senior journalists and managerial staff. The Ananda Bazar Group also pay a flat rate to journalists.

10.43. The Tribune, Chandigarh, which till recently belonged to class II has made excellent provision for residential accommodation for both its Journalist and Non-Journalist employees. It charges only 10% of an employee's pay as rent. Employees who have outside accommodation are paid 12½% of their pay as rent subsidy. Those who, like the Tribune, provide residential accommodation would not have to pay House Rent Allowance. The Mathrubhumi and Malayala Manorama contribute a certain amount in respect of every employee to a fund to enable the employee to borrow from the fund and own his own house. Any such amount contributed by the employers will have to be adjusted against the house rent allowance payable by them under these recommendations.

10.44. The Assam Tribune, Gauhati, pays Rs. 95 per month House Rent Allowance to all its employees.

10.45. The Indian Nation and Aryavarta of Patna which till recently belonged to Class III has been paying House Rent Allowance varying between Rs. 40 to Rs. 60 per month to all its employees.

10.46 The Hindustan Times admits paying House Rent Allowance to some journalists according to job requirements. In my opinion, House Rent Allowance as proposed by me should be paid by newspaper establishments belonging to Classes IB, IA, I and II. Although there are a few establishments in class III who pay this allowance, I think, having regard to the scales of pay recommended, classes other than the first four should be exempted from this payment for the time being. Indeed, establishments in these classes which are paying 'House Rent Allowance' shall continue to pay the same.

### Night Shift Allowance

10.47 It has been long recognised that night work is more deleterious to health than is day work. The I.L.O. study on night shift workers has highlighted the great injury caused to the mental and physical health of a night worker apart from the forced deprivation of general pleasures of social intercourse and movement in society. Newspaper printing is done principally by night. Many establishments therefore, have seen the reasonableness of compensating night workers.

10.48 The Amrit Bazar Patrika pays Night Allowance at the rate of Rs. 3 per night to all its employees.

10.49 The Ananda Bazar Patrika pays at the rate of Rs. 3 per night to its journalist employees besides night shift incentive of an equal amount. Non-Journalists get Rs. 3 per night.

10.50 The Times of India pays some sections of employees night shift allowance at the rate of 7½% of their Basic wage.

10.51 The Assam Tribune in class III pays night Allowance at the rate of Rs. 2 per night. Permanent night duty staff get 10 days' basic pay as additional night allowance.

10.52 The Indian Nation & Aryavarta pays Rs. 20 as night allowance to those who work for more than three weeks in a month.

10.53 The Printers (Mysore) Ltd., pay night shift allowance at the rate of Rs. 32.60 to its factory staff, besides snacks of the value of Re. 1 per night.

10.54 The Karnataka Patrika Ltd., Hubli, a class IV Establishment pays night shift allowance at the rate of 0.60 paise per night.

10.55 The Kerala Kaumudi, the Malayala Manorama and the Mathrubhumi pay cash night allowance, besides providing coffee, tea, milk and snacks which are really night allowance in kind.

10.56 The Janamabhumi from Jorhat, a comparatively small paper pays night shift allowance ranging from Rs. 15 to Rs. 30 to Non-Journalist employees, besides shift allowance and compensatory allowance. Shift allowance ranges between Rs. 20 and Rs. 60 per month.

10.57 It will, thus, be seen that night shift allowance is an appropriate allowance payable in this industry. However, having regard to the scale of pay recommended for them and the conditions in which they work, the smaller newspapers comprising Classes IV to VII deserve to be exempted from this extra burden. Other classes of establishments shall pay this allowance as proposed. Any payment in cash or kind to compensate for night shift work already paid by establishments shall be adjusted against the prescribed night shift allowance.

### Relief in cases of some Monthly Allowances

10.58 Monthly allowances are paid by some establishments under different names like 'additional allowance', 'ad hoc allowance', 'special allowance' and the like. Where such allowance is being paid not for a specific purpose like medical allowance, tiffin allowance, conveyance allowance, house rent allowance, and the like or where it is not agreed to be set off against revised pay and dearness allowance, it is only right that after the new scales are applied, credit must be given in some form for such additional allowances. I recommend that such allowances should be treated as personal pay to be absorbed in future increments.

10.59 I do not have adequate material to consider other allowances and benefits. It is open to the employers and the representatives of the employees to resort to collective bargaining on them. I am further of the view that collective bargaining would be a better method for fixation of allowances and benefits, because several employers have given benefits and facilities unique and peculiar to their establishments and therefore, rationalisation or standardisation of allowances for the whole industry may affect adversely such establishments because they will have to provide these benefits and facilities in addition.

10.60 The recommendations regarding H.R.A. and N.S.A. are made without prejudice to other allowances, benefits and facilities which are being paid at present. The recommendations will not also affect rates of H.R.A. or N.S.A. if the same are higher than what is recommended.

### Fitment

10.61 I have suggested incremental adjustments at the rate of one increment for every 5 years of completed service in the existing pay scales prior to the relevant date. Maximum increments will be 2. I know this may not help much in cases where there has been reclassification after 1967. But that is what I intend and consider to be just. The Shinde Board had suggested 3 increments but the Government reduced them to two and the National Tribunal to one, in the case of Non-Journalist employees. In the case of Journalists, the maximum was two increments. The Shinde Board recommendations which were effective from 1967 were made on the basis of the capacity of the industry to pay in the years 1963-1965. The employees started their agitation for a new Wage Board in 1972 and though assured by the Government that steps will be taken, the Wage Boards were not appointed till 1975-76. After the Government had sanctioned interim relief on 1-4-1977, much time was lost by the withdrawal of the employers' representatives from the Boards. In effect, nearly 15 years have now passed after 1965. In the meantime, by reason of the short span recommended by the Boards, a large number of employees stagnated at the maximum. It is, therefore, just that two incremental adjustments should be granted in cases where the scales have remained unaltered for more than 10 years.

10.62 It was pointed out by some employers that as a result of fitment, especially, in the lower Groups, there was the possibility of the juniors and the seniors in the same group getting the same wage. That is inevitable since the starting pay is higher than what the senior gets today. But it is in the hands of the employers to remove the anomaly by providing

a slightly higher wage to the senior to emphasise his seniority. In order that yearly increments may not create the same difficulty if allowed to be counted with reference to an employee's individual date of increment, I have directed that increments will be counted uniformly from the 'relevant date' of fitment.



## CHAPTER—XI

### NEWS AGENCIES

11.1 Some material has been placed before me about 4 Indian News Agencies operating in this country. They are (1) The Press Trust of India, (2) The United News of India, (3) The Hindustan Samachar and (4) The Samachar Bharati.

11.2 The Shinde Wage Boards classified News Agencies on the same lines as daily newspapers. An identical yardstick of gross revenue was applied. But in the case of the Press Trust of India an exception was made. On the basis of its gross revenue, it was liable to be placed in class III. However, the Boards thought that it enjoyed a special position, being the premier national news agency, and that the requirements of objectivity, accuracy and integrity demanded that the Journalists employed by it should have a better scale of pay. So the Press Trust of India was placed in class II. This was not accepted by the Management which went to Court. In 1974, the Supreme Court agreed with the management that it did not have the capacity to pay class II scales. In the mean time, however, the Management had, in 1968, entered into a settlement with its employees whereunder it agreed to scales of pay which were higher than those of class III, but lower than those of class II. Subsequently, variable dearness allowance as recommended by the Shinde Boards was allowed. In March, 1974, an *ad hoc* interim relief of Rs. 45 was given. In short, the Press Trust of India employees were being paid on the basis that they did not belong to class II, but something less. So far as the other News Agencies are concerned, it would appear from the report of the Committee on the Integration of Personnel of Samachar that the U.N.I., the H.S. and the S.B. were paying in 1975, the scales of pay recommended for classes III, VI and VII respectively.

11.3 In April, 1976 all the above 4 agencies were, at the instance of Government, informally merged into one national news agency called the 'Samachar'. The functions of the agencies were taken over by the Samachar which also controlled and administered the staff which was duly integrated. The P.T.I. had a total staff strength of 1251 in 1975, the U.N.I. a strength of 697, the H.S. of 162 and the S.E. of 138. On the recommendations of the Committee on Integration referred to above, the Samachar was placed in class I, and the pay scales of the staff became, with some modifications, the same as those of the top newspaper establishments in the country. Besides, certain allowances benefits and facilities were provided for them, though the same were not available in some of the top class newspaper establishments. The financial capacity of the Samachar was hardly in a position to bear this additional burden. And, therefore, the Government had to go to its rescue by giving large subsidies. Whatever may have been the motivation

for the merger, there is hardly any doubt that the staff was benefited pecuniarily by the merger. The extent can be seen from the following for Journalists:

#### Employees in the pay scale of :

P.T.I.	Rs. 300 to 1000
U.N.I.	Rs. 315 to 1000
H.S.	Rs. 150 to 325
S.B.	Rs. 130 to 260

were placed in the pay scale of Rs. 400 to 1250.

#### Employees in the pay scale of :

H.S.	Rs. 200 to 425
S.B.	Rs. 155 to 360

were given the pay scale of Rs. 400 to 1350.

#### Employees in the pay scale of :

P.T.I.	Rs. 500 to 1170
U.N.I.	Rs. 540 to 1200
H.S.	Rs. 225 to 475
S.B.	Rs. 180 to 390

were given the pay scale of Rs. 750 to 1500.

#### Employees in the pay scale of :

P.T.I.	Rs. 650 to 1450
U.N.I.	Rs. 650 to 1250

were given the pay scale of Rs. 800 to 1600.

#### Employees in the pay scale of :

P.T.I.	Rs. 1050 to 1850
U.N.I.	Rs. 900 to 1870

were given the pay scale of Rs. 1000 to 2000.

11.4 Non-Journalist employees also were given generally the class I scales with some modifications which increased the emoluments of the lower staff. Besides, rationalization of over 50 scales of pay into just 14 scales conferred further benefits both on journalist and non-journalist employees. The new pay scales came into force from 1-7-1976.

11.5 In pursuance of the policy of the Government, the Samachar was disbanded on 13-4-1978, and the 4 news agencies were relegated to the status quo ante as from 14-4-1978. Realising that the news agencies would not be able to bear the increased burden created

by the Samachar, Government sanctioned a rehabilitation grant to all the agencies and further grants-in-aid for 6 years to cover the difference in salary, called the salary differential. The idea was that during this period, the news agencies should be able to rehabilitate themselves. The present position is that but for Government grants which, the agencies state are inadequate, the agencies are not, according to them, able to meet even the burden already created—not to speak of any revision of scales at this stage.

11.6 The revised pay scales and allowances introduced by the Samachar from 1-7-1976 have undoubtedly benefited a large number of employees of the 4 agencies. Moreover, from 1-4-1977, the Samachar sanctioned to its employees interim relief granted by the Wage Boards which preceded the present Tribunals.

11.7 Indeed, the fact that there has been a recent revision by a non-statutory body does not prevent a statutory revision, if circumstances justify the same. It was contended before me by the representatives of the P.T.I. Employees' Federation that having regard to the qualification of high calibre, integrity, objectivity and accuracy demanded of the Journalist staff of the news agencies, they are entitled to be treated on the same footing as journalists in the top newspaper establishments. From that point of view, the gross revenue test applied to newspaper establishments was not relevant in the case of news agencies which have to depend entirely on subscriptions, unlike newspapers which depend largely on advertisement revenue also. The test, therefore, of 'gross revenue' would, according to them, require some modification and a much lower scale of 'gross revenue' would have to be devised in the case of news agencies so that the top news agency may be equated to the top newspaper. Undoubtedly, there is substance in the argument that the same test of 'gross revenue' for newspaper establishments and news agencies would not be proper. But, ultimately, whatever test for gross revenue is devised, one cannot escape the necessity of looking into the paying capacity of the news agency for formulating the wage structure for its employees.

11.8 As already stated, the four news agencies started refunctioning from 14-4-1978. Indeed, they have maintained accounts of receipts and expenditure from that date, but they were not able to place before me audited balance sheets and profit and loss accounts. The P.T.I. Employees Federation did not accept the correctness of the income and expenditure statements filed by the management and the other Agencies did not produce even such statements. On the other hand, grants in aid by Government were to continue till 1984 implying that but for such grants in aid, the agencies would not be able to bear even the current burden on their own revenues. In these circumstances, I was tentatively of the view that, statutory revision can wait for some time. The employees of the Agencies, however, submitted on substantial legal and other grounds that it was incumbent on the Tribunal to revise the rates of wages on whatever material was before it, since, it was, according to them, open to the managements to tamper with the wages which were fixed non-statutorily. Having heard the parties concerned, I came to the con-

clusion that it was not necessary to postpone the revision and so on 5-5-1980, fresh tentative proposals for fixation and revision of rates of wages for employees of news agencies were issued. Comments were invited from interested parties.

11.9 Comments were received from the managements and employees' representatives of the P.T.I. and the U.N.I. No such comments were received from the Hindustan Samachar or Samachar Bharati or their employees. Perhaps the Samachar scales of pay and other allowances, which the employees received at present from these two Agencies were considered better than those recommended in the tentative proposals for the class in which the Agencies would be placed.

11.10 The contention of the P.T.I. and U.N.I. managements is that on their present revenues, they are hardly in a position to bear the burden imposed by the proposals or, in other words, that they have no capacity to pay even the present wages. The representatives of Employees, on the other hand, principally contended that the two news agencies, being owned by Newspaper Proprietors, are deliberately charging low rates of subscription to the newspapers to benefit the newspaper owners and to deny the employees a fair wage.

11.11 In Industrial adjudication parlance, one comes across more often with the expression, 'capacity to pay' than with the expression, 'capacity to earn', though the former can never be divorced from the latter and is entirely dependent upon it. Wage fixing authorities take 'capacity to pay' as the starting point for fixation of a fair wage, in preference to 'capacity to earn', since it is assumed that in the prevailing market conditions of competitive price fixation of products, every industry does its best to earn the most it can. Where, on the other hand, an industry manufactures a product for which there is great demand and no rival in the market, the capacity to earn is not known to be inhibited by any moral or ethical considerations and only the sky is the limit. Constraints, if any, are those imposed by law, like price controls, or other disincentives like the income tax. But such industries are very few, and since they are able to keep their employees contented by reason of the enormous earnings they make, wage fixation authorities do not have to deal with them.

11.12 But there can be areas of commercial activities in which wage fixing authorities may have to take note of 'capacity to earn' rather than 'capacity to pay'. Take, for example, a departmental store run by a consumer cooperative for the benefit of its members. They are generally run on a no profit no loss basis and the dominant object is to provide its members consumer goods at the lowest possible price. Profitability which is the normal incentive for all industrial and commercial activity is wholly absent in such cases. And yet, the departmental stores require a certain number of paid employees to run them and their claim to a fair wage cannot be ignored. It would be absurd to contend that they should be permanently condemned just to a bare subsistence wage because the stores does not make a profit and,

therefore, has no capacity to pay. A wage fixing authority will take due note of the gross turnover of the business by the consumer cooperative and compare it with other departmental stores in the area run on commercial lines and measures the normal earning capacity of such a store for wage fixation. If the expenditure on wages is low, that will have to be corrected on the general principle of industry-cum-region. The balance-sheet of the consumer cooperative which is bound to show inability to pay more than what is currently being paid will not stand in the way of fixation of fair wage. It will be asked to earn more by pricing its consumer articles a little more and pay a fair wage to its employees.

11.13 The P.T.I. and the U.N.I. are, according to their constitution, similar to non-profit making consumer societies. Their membership is restricted to proprietors of newspapers subscribing to the services provided by the Agencies and are run by them on a no-profit basis. No dividends are declared. As in consumer cooperatives their natural anxiety is to keep down expenditure, on the one hand, and provide services to the members as cheaply as possible, on the other. This distorts their economies and lends an aspect of unreality which, in the past, has not escaped the notice of competent authorities. As far back as 1954, when the only News Agency in existence was the P.T.I., the Press Commission observed at paragraph 419 of its report:

“The newspapers themselves are the share holders and if the Agency has been recovering from them as subscriptions less than what it cost the Agency to provide the service, the share holders have had the benefit each year of the amount. That is now shown as an accumulated loss. Each year they have paid for the services less than in equity they should have, and have thus got their money back in instalments”.

11.14 Later in 1960, the Salim Merchant Tribunal dealing with the Industrial dispute between the P.T.I. and its employees, observed, in paragraph 53 of his award dated 30th November 1960 published in the Gazette of India, Part II, Section 3(ii) dated 24th December 1960.

“To my mind there is not the least doubt that the P.T.I. is run for the benefit of its subscribers and that the rates which it charges them are low and capable of considerable increase”.

11.15 Then again recently the Fact Finding Committee on Newspaper Economics observed at page 207 of its report:

“If the common owners of News Agencies and Newspapers fix a low scale of charges, the newspapers get an advantage. It has been represented to the Committee by one of the Agencies that these agencies by charging low rates are in fact subsidising the newspapers. The rates charged are, of course, based on circulation, but the expenditure of the newspapers on news agencies subscriptions is a

small percentage (around 2 per cent) of the total expenditure.”

11.16 At page 99 of the report the Committee has observed that the amount of subscription paid by any individual newspapers to the P.T.I. and the U.N.I. represented only a very insignificant portion of its cost of production, namely 1.5 per cent. At page 207, it further observes,

“This is surprising when one notes that the major part of the material used in serving the readers comes from these Agencies. The bigger papers maintain special correspondents, representatives and ‘stringers’ at different places but even they depend very largely on News Agencies”.

11.17 In other words, it is abundantly clear that although the newspapers depend to a very large extent on the material provided by the News Agencies, the expenditure on the News Agencies services is about 1.5 per cent to 2 per cent. This may be contrasted with the expenditure the newspapers incur on distribution and advertisements. They pay 30% commission on sales and 15% on advertisements.

11.18 Even a 50% increase in the current charges will hardly have any impact on the production cost of a newspaper. On the other hand, News Agencies will be able to attract better types of Journalists, who will not only display integrity, objectivity and efficiency in the matter of news reporting but also contribute special features of general interest, thus reducing the dependence of the bigger papers on special correspondents and features writers and providing adequate services to the small papers who cannot afford to employ special correspondents. In this context, the Fact Finding Committee rightly observes at page 208:

“If the payment of higher rates to the news agencies improves the quality and coverage of their service, the benefit will accrue to the newspapers themselves. The impression should not become strong that the newspaper owners, who also own the news agencies are keeping the charges low with a view to getting a financial advantage for their papers. This should be considered along with two important facts. First, even if there is a 50% increase in the charges for the services of the agencies, the net impact of that on the total cost of newspapers will be negligible and secondly, except for the very big papers, any improvement in the quality and coverage of the news agency services will be a great advantage. For most of them the additional charge for the improved service and coverage will be considered smaller than the amount they will be required to spend if they want to get the same type of service through the employment of additional reporters and special representatives.”

11.19 Next to newspapers it is the Government departments which are the biggest clients of the news agencies. The Agencies were after the Government

to pay better rates for their services. Government, therefore, devised a formula and agreed to pay a rate which a percentage of the subscription realised by the News Agencies in a year from the daily newspapers. The implication is clear. If the subscription realised by the news agencies from daily newspapers was increased, the Government was willing to pay more subscription for the services purchased by it for the All India Radio and Doordarshan. It is, therefore, quite obvious that the 2 News Agencies being owned by the Newspaper proprietors do not, like the consumer cooperatives, want to earn more by increasing their rates though they are capable of earning more. In this, the P.T.I. is most to blame, because it claims to be the premier News Agency of India with an international reputation and though for its proper development and utility, an increase in the rates is just and necessary, it does not increase the rates as required, and hence makes it difficult for the other 3 Agencies to increase their own.

11.20 The Salim Merchant Tribunal had definitely come to the conclusion in 1960 that the paying capacity of the P.T.I. should not be judged from its balance-sheets and profit and loss accounts, because the rates which the P.T.I. charged for its services were low and unrealistic and there was considerable scope to increase its revenue which the management was resisting. Even after 20 years, the policy followed by the P.T.I. has remained the same.

11.21 Those who ran the P.T.I. were undoubtedly award that in order to maintain its claim to be the premier News Agency in India, expansion of its activities by opening more and more news centres in India and abroad was inevitable. That meant additional expenditure. Between the dominant consideration of keeping down expenditure on the one hand, and expanding its sphere of activity, on the other, it is no wonder that the employees should suffer. Agitation and struggles were the only ways by which the employees could seek to improve their wage a little. The Second Wage Board for Journalists, having in mind the high calibre of Journalists required to maintain the P.T.I.'s position as the premier News Agency, recommended class II scales of pay, when on its gross revenue, the P.T.I. fell in class III. The P.T.I. took the matter to the Supreme Court and got the recommendations annulled. Without some amount of pressure, either from the employees or court awards or the like, the P.T.I. has been reluctant to meet the demands of its employees. But when it had to, it did find the necessary funds by several methods at its disposal. About Rs. 2 lakhs had to be paid as interim relief under the agreement dated 4-12-1958. The money was found. Under the Salim Merchant Award, about Rs. 4½ lakhs extra were to be paid in 1962. The money was found. Under the Wage settlement of 1968, the P.T.I. had to pay nearly Rs. 3 lakhs extra. The P.T.I. for the first time, introduced cost of living allowance in 1971 and had to meet additional expenditure of Rs. 6,71,000. It did. In 1974, the cost rose and there was an increase of nearly Rs. 7½ lakhs. This was met. After demerger, the P.T.I. had to bear an additional burden of interim relief amounting to about Rs. 7 lakhs. It has borne it. In short, it

follows a policy of raising the wage when compelled to do so, by raising the rates of subscription a little. But apparently this was not to its liking and, therefore, the P.T.I. thought of a more permanent source of income, as a substitute for this nagging necessity of hiking the subscription from time to time. It constructed a building on borrowed money in the heart of New Delhi and let it out on rent. The annual rent is nearly 33 lakhs, and according to the employees, it has a higher potential. The rent received is nearly 1/3rd of the total revenue received from the subscriptions. By this stroke of business, the P.T.I. not only increased its gross revenue but avoided the unpalatable necessity of raising its subscription rates. The U.N.I. has taken its cue from the P.T.I. and is proposing now to construct a building with the same object in view. But this additional source of income may not help for all time. If the P.T.I. or the U.N.I. want to develop their legitimate activities of communicating news, they will have to raise their subscription rates to earn more for which there is undoubtedly great scope. Its persistent reluctance to do so will be open to the accusation that such a policy is being followed to prevent the growth and development of the smaller News Agencies. I have no doubt that the P.T.I. has the necessary capacity to earn sufficiently adequately to maintain a News Service of a high order. Its statement of income and expenditure is unrealistic because by its very constitution it is interested in keeping down income and depressing expenditure. At the same time, it is in the interest of all sections of the people in the country as of the newspaper industry itself that its premier News Agency should be manned by persons of unimpeachable integrity, impartiality and objectivity. Being the premier News Agency even now, in any classification of News Agencies, it is bound to come in the top class and it will be necessary to fix a proper scale for its personnel having regard to the earning capacity of the News Agency itself. If as a result of the scales fixed, the P.T.I. is obliged to raise its charges, that will enable the other News Agencies in the field to increase their rates and develop on proper lines. In this context, it is well to remember that even a 50% hike in the subscription rates makes only a negligible impact on the expenditure of a newspaper.

11.22 Since the 4 News Agencies before me are of varying sizes with varying capacities to earn, a fair classification would be necessary. Such a classification can only be on the basis of gross revenue of the Agency from all sources including subscriptions. Such a classification was made by the Wage Committee. It divided News Agencies into 3 classes, the highest class having a gross revenue of Rs. 25 lakhs and more, the middle class having a revenue between Rs. 10 lakhs and 25 lakhs and the lowest class with a revenue below Rs. 10 lakhs. It is necessary to remember that the Wage Committee had prescribed another classification for dailies. They were divided into 6 classes and there was no strict correspondence between the dailies and the News Agencies. The pay scales for the 3 classes of News Agencies were the pay scales laid down for B, C and E class dailies.

11.23 The Shinde Boards removed all distinctions between dailies and News Agencies. The same

classification was applied to both. Dailies and News Agencies were divided into 7 classes according to their gross income and the same scales of pay were prescribed. In the process, the P.T.I., though accepted as the premier news body which should be adequately treated came as a result of its gross revenue, in class III, and the Board committed the error of placing it in class II which was struck down by the Supreme Court.

11.24 Though News Agencies are treated on the same footing as the newspaper establishments in the Act and both of them earn revenues, there is a vast difference in the manner in which such revenues are earned. A Newspaper Establishments earns by the same of the newspaper, by sale of space in a newspaper to advertisers and, to a limited extent, by job printing work and the like. On the other hand, News Agencies distribute news to newspapers and Government bodies like the All India Radio and the Doordarshan, for a price. They do not sell news to the public by printing any sheet or the like. Nor do they get advertisement revenue which is an important element in a newspaper's income. Therefore, if the same yardstick of gross revenue is applied to Newspapers and News Agencies, there is the likelihood of Journalists who deserved better, earning less pay by reason of the common classification. This happened in the P.T.I. case.

11.25 The real error lay in not recognizing that the two businesses were different and that classification of industry is to be made on the basis of its situation on the ground. The real reason for the classification is that there are in the same business different establishments with varying capacity to earn, and, therefore, unable to pay uniform scales of wages. Naturally some thought will have to be given to the top establishment in the industry and consider the standing of the lesser ones *vis-a-vis* the top one. This was done by the Wage Committee. The Wage Committee found that the P.T.I. was the top News Agency with a gross revenue of more than 48 lakhs, and, therefore, placed it in class I of the News Agencies. The others came in the lower 2 classes. Under the Shinde award although the P.T.I. was still the top News Agency, by reason of combining News Agencies and Newspapers on the basis of identical gross revenue, its top position as a News Agency was lost, and though the Board tried to mitigate the injustice by specially recommending it class II, the attempt ultimately failed. Therefore, it is clear that News Agencies must be considered on a separate footing and classified on the basis of their peculiar gross revenue and not confused with the gross revenue of the newspapers.

11.26 In this context, the present position of the P.T.I. and the U.N.I. will have to be noted. Till they were merged into the Samachar, neither was in class I, as contemplated by the Shinde Boards. After merger the Samachar, on the basis of the gross revenue of all the 4 News Agencies together, came under class I and the employees started receiving class I scales. After demerger on 14-4-1978, the revenues of the P.T.I. show that on its own gross revenue it remains in class I as contemplated by the Shinde Board. The

U.N.I. does not fall class I, but I am assured by its Editor and Managing Director that it continues to pay class I scales and new recruitment also is being made on the basis of class I scales. Indeed, there is no bar against any News Agency paying better scales than what are prescribed by the Wage Board.

11.27 It is true that though the business which brings in income in a Newspaper and a News Agency is different, the employees who are mainly responsible for the revenues in either case are the Working Journalists. Therefore, it is not illegitimate to expect a sort of equation between those who work for a News Agency and those who work for a Newspaper. It was contended before me that since top class News Agencies should be good enough to service even a top class newspaper, the News Agency must be given the scale of pay of the top class Newspapers. Scales of pay cannot be determined merely on such considerations. Capacity to pay is the final arbiter in the realm of fair wage. Talent of the employees is undoubtedly relevant but it cannot be a substitute for capacity to pay. A group of employees in class I gets a better scale than in class II, not necessarily because more conspicuous talent is required for the Journalist employees in class I than in class II but because class I has a better capacity to pay. Even so, when Newspapers and News Agencies are separately classified, and provided attention is paid to its capacity to pay, it may not be illegitimate to say that Journalists employed in a top News Agency claiming to be a premier News Agency of the country should get at least the scales of pay allowed to Journalists working in a class I Newspaper. Class IA and IB scales are slightly better than class I scales not because there is conspicuous difference in talent amongst those who man the higher classes but because by reason of their larger gross revenue and profits those classes are in a position to pay better wage. If the financial position of a News Agency improves, there is no reason why better scales than those in class I may not be paid.

11.28 Having regard to the nature and standing of the 4 News Agencies about which alone there is some evidence before me, I have proposed the following classification :—

Class	Gross Revenue
I	More than 2 Crores.
II	More than 1 crore and less than 2 crores.
III	More than 50 lakhs and less than 1 crore.
IV	Less than 50 lakhs.

Foreign News Agencies will continue in Class I as before.

11.29 I further propose that the pay scales applicable to them will be those applicable to classes I, II, III and IV respectively of Newspaper Establishments. When a News Agency exceeds the gross

revenue of 4 rupees, it will be open to the employees and the management to resort to collective bargaining for higher scales of pay.

11.30 The Samachar, when it integrated the personnel of all the 4 News Agencies, had divided the staff into 2 main sections, one of Working Journalists and the other of Non-Journalists. The Non-Journalists' section included both administrative, technical and Engineering staff. The Journalists staff was grouped in 6 groups namely I, IA, IB, II, IIA and III. The Non-Journalists were divided into 7 groups : I, II, III, IV, VI, VII, and VIII. It appears an attempt was made to keep some sort of parity between these groups and the groups suggested by the Shinde award for the Journalist and the administrative section. After demerger, that pattern was continued by the News Agencies, and in my tentative proposals, I thought it expedient to follow the same. Since the Working Journalists in the News Agencies are proposed to be given the scales of pay of classes I to IV of the Newspaper establishments, their Non-Journalist staff could be legitimately given the same class scales. In Newspaper establishments, the Non-Journalist staff falls into 2 sections; (a) administrative and (b) factory. The Billimoria Committee had not found it necessary to have 2 different sections. It amalgamated all Non-Journalist employees and the several categories were grouped into appropriate groups with the result that the Administrative Officer found himself grouped with the Regional Engineer in Group II, the Librarian with the Transmission Supervisor in Group III, the Assistant and the Stenographer with the Senior Operator in Group IV and the like. Since this pattern is still in force, there is no good reason to disrupt it. Hence in my grouping of the staff in my tentative proposals, I had broadly followed the pattern laid down by the Billimoria Committee, and at the hearing, no objection was raised to it.

11.31 After receiving the comments on the tentative proposals and hearing the parties concerned, I have reconsidered the whole question and come to the conclusion that the scales of pay and the allowances for the different classes of News Agencies should be brought in line with those proposed for the Newspaper

Establishments of classes I to IV. Accordingly, I have moderated the scales of pay of groups 5, 6 and 7 in the Non-Journalist section, cut down the rates of Dearness Allowance and House Rent Allowance and deleted the proposal for payment of City Compensatory Allowance. I have further confined House Rent Allowance to classes I and II and the Night Shift Allowance to classes I, II and III.

11.32 In regard to the enforcement of revised scales of pay and Dearness Allowance, I have come to the conclusion that the relevant date should be prospective and not retrospective from 1-1-1978. There was a revision in 1976 and under the Samachar, all News Agencies were raised to class I status under the Shinde award and practically all employees of the 4 News Agencies benefited from the new scales, allowances and other benefits sanctioned by the Samachar. Like other class I Newspaper Establishments they further received substantial interim relief from 1-4-1977. In these circumstances, I am of the view that the revised scales of pay and Dearness Allowance should apply in the case of News Agencies from 1-10-1980. The proposals regarding House Rent Allowance and Night Shift Allowance shall take effect from the date the proposals are enforced under Section 12 of the Act.

11.33 It is on the above basis that the additional burden will have to be calculated. The estimates of the burden as calculated by the P.T.I. and the U.N.I. are demonstrably incorrect and inflated. The correct estimate of the prospective burden as a result of the impact of the proposals and future increments is in the neighbourhood of 19% in the case of the P.T.I. and 17% in the case of the U.N.I. In my opinion, these Agencies will be able to bear this additional burden by raising their subscriptions proportionately. I have already said that even a much higher percentage will not make a significant impact on the newspaper subscribers' capacity to buy the services.

11.34 Since the other 2 News Agencies or their employees have not raised any objections to the tentative proposals, I can only say that they are content to abide by my recommendations.

## CHAPTER—XII

### ADDITIONAL FINANCIAL BURDEN

12.1 Fair wage being linked to paying capacity of the industry the need-based minimum principle has remained a distant ideal. The Supreme Court had suggested in the Reserve Bank Case (1965 II LLJ 175) that the principle should be first evolved in the Private Sector, but very few industries have done that. The need-based minimum today in Bombay, according to the All India Newspaper Employees' Federation, comes roughly to about Rs. 800 per month. The Federation has urged that the principle of need-based wage should be applied at least to the top class newspapers in India, since, in its submission, the industry has the potential to set an example to other industries. It has called my attention to the remarkable expansion of the newspaper industry as a whole, the tremendous rise in gross revenues and gross profits made by some establishments in the industry during the last 12 or 15 years and the great potential the industry has in a country like ours where large sections of the population are being educated from year to year and qualifying for the employment market in an expanding economy. It was also pointed out to me that the industry has an extraordinary capacity to absorb higher production cost and pay higher wages to its employees, as its history for the last 15 years has shown. Newsprint cost had increased 3 fold or more and yet, by the simple strategy of reducing the pages and/or increasing the scale price and advertisement rates, the industry not only absorbed the production costs, but paid much more than what the Shinde Boards prescribed. The Boards had functioned at a time when the Consumer Price Index Number was just 166 (1949 = 100) and could not have anticipated its erratic behaviour in later years. That really explains why the Boards prescribed a uniform low scale of variable dearness allowance for all newspapers, big and small. But with the unprecedented rise in the cost of living, some of the newspapers substituted better scales of pay, and some others varied the rates of dearness allowance; some others allowed increments after the maximum was reached and yet, some others sanctioned allowances, not prescribed by the Shinde Boards. Most papers paid substantial interim reliefs sanctioned by the Government and recently many have given substantial additional relief on their own. To take an example, the Ananda Bazar Patrika Group, which was in the doldrums in 1967, by simply adopting better management procedures was able to pay, perhaps, the best wages in the whole of the industry in the course of a few years. In 1965, it was in class III, and under the Shinde recommendations had to shell out more than 11 lakhs of rupees by way of additional burden. It was one of the establishments which was singled out by the Employers' Representatives on the Board in their minute of dissent as facing disaster if the

Shinde Board's recommendations were implemented. As a matter of fact, the Group incurred a loss of 19 lakhs in the year 1972, swallowing up its paid-up capital of 17 lakhs. And yet, in the course of next 4 or 5 years, it was able not only to meet its day to day liabilities but to show in 1977 a gross profit of over 34 lakhs and a net profit of over 27 lakhs. And this, it has done after paying class I scales of pay to all employees irrespective of the fact that it was publishing nearly a dozen newspapers and periodicals in English, Bengali and Hindi; some of which, on their own revenues, would have fallen in very much lower classes. Under the Shinde Recommendations, its lowest worker was entitled to no more than Rs. 297 at the 400 index level, but the Group was actually paying as much as Rs. 620 per month, including additional interim relief, additional dearness allowance, and various kinds of other allowances. Better scales were given to Journalists, including the Proof Readers, and the top notch Journalists were paid anything between Rs. 3000 and Rs. 15000 per month. The revised scales proposed by me will hardly affect its economic viability. The point made out is that a well-managed paper has an extraordinary capacity to absorb reasonable burdens by the very nature of the industry in the prevailing conditions. It may be observed that by increasing the price of a daily newspaper by just one paisa, a paper selling ten thousand copies a day, nets in, without any extra cost Rs. 25,200 a year after allowing the usual 30% commission on sale; a paper selling 50,000 copies, a sum of Rs. 1,26,000, and a paper selling 1 lakh copies, Rs. 2,52,000. The top papers sell much more than 1 lakh copies and some have reached the 5 lakh mark. This is equally true of periodicals, one of which has crossed the half million mark. Almost all Daily papers have increased their selling prices not merely by a paisa at a time, but even as much as 5 paise at a time, some of them even twice in a year. In the case of periodicals, the hike is much higher. The rates of advertisement also have gone up tremendously. And during the last 15 years, there have been repeated hikes of this nature. There is absolutely no consumer resistance because it is seen that inspite of the rise in prices and advertisements rates, the circulation has continuously increased. Perhaps the consumer also is not much affected because the paper after being read, is sold as 'Raddi' (waste), and it is possible to verify in the market that the Raddi rates have gone very high (Rs. 2.50 per kilo). In fact, it was alleged before me that some dishonest newspaper proprietors sell the printed copies of the paper directly as Raddi. However that may be, there is not the least doubt that inspite of the repeated hikes in the sale price and the advertisement rates, the circulation of well managed papers is generally on the increase. The secret of the industry being

able to absorb vastly increased production costs and wages during the last dozen years lies in the fact that the industry has an ever expanding market which a prudent management should have only the intelligence to exploit. Competition between the newspapers is, to a large extent, unobtrusively controlled by the simple strategy of all of them raising the selling price and the advertisement rates in unison. For the last few years, the Hindu from Madras has taken the first initiative, then the so called 'national papers' from the various metropolitan centres follow suit. That is a signal for other papers in English and the regional languages in the rest of the country. And thus, the show goes on. I do not intend this as a criticism of the industry. These are facts about the industry, which have to be taken note of. The 1966 price of the Hindu was only 15 paise with a circulation of 1,42,000, the present sale price is 50 paise per copy with a circulation of 3,08,000. Others with equally high circulation rates are just waiting in the wing. During recent months a host of prominent papers have already increased both sale price and advertisement rates. A long list of such papers has been given by the All India Newspaper Employees' Federation and the Indian Federation of Working Journalists showing by how much in recent months down to 1-7-1980, these newspapers have increased their sale price and advertisement rates. They have also given the net increase in gross revenue which is expected by such increase on the assumption that the business of circulation and advertisement continues to remain constant.

12.2 In fixing the rates of wages, I have paid greater attention to the low paid employees considering, *inter-alia*, what they are paid at present by some of the more enlightened employers in the industry who were reasonable enough to appreciate that these employees are the most hard hit by the run-away inflation. Scales in the higher categories are no doubt increased to some extent with a view to maintain proper differentials but many newspapers are paying higher scales because, as everybody knows, top journalists have their own price.

12.3 The additional burden is also not likely to affect the establishments to any large extent because they will earn substantial relief in the matter of income tax when they are making good profits.

12.4 In appreciating what the additional burden would be, it would be absolutely unrealistic just to compare the revised scales with the scales prescribed by the Shinde Boards. Shinde scales have now become irrelevant because as already pointed out, the actual wage received by the employees is very much more even at the starting stage. Take, for example, the Proof Reader in a class I establishment. The Shinde Board started him on Rs. 260 per month (including fixed D.A.). But actually he is getting anything between Rs. 583 (Times of India) and Rs. 823 including allowances (Ananda Bazar) today. The new scale starts on Rs. 700. The lowest manual worker in class I under the Shinde report has a starting scale of Rs. 180 (including Fixed D.A.). At present, he is actually getting about Rs. 461 (Times of India) and Rs. 620 (Ananda Bazar). Indeed, the latter amount includes some allowances also. The lowest

worker in Class I revised scale starts on Rs. 500. Therefore, having regard to what the employees are at present getting by way of wage, the extra burden imposed by the new scales is really light. The maximum of the scales and consequently the increments are also fixed with reference to the maximum of the Shinde scales augmented by what they receive at present except in those cases where the Shinde scales and increments being very low, some of the establishments themselves had substituted their own scales with more substantial increments. Besides, having regard to the short spans prescribed by the Shinde Boards, most young employees of 1965 to 1967 must have already reached the maximum of the scale and, in their case, the difference on fitment is very small. It must be remembered that the proposed scales are pegged at the index number 400 and 425 (1949=100) because that is the basis for paying variable D.A. under the Shinde report in September, 1979, and September 1980, respectively.

12.5 I have provided for a Variable Dearness Allowance, as every wage fixing authority is now expected to do, having regard to the behaviour of the cost of living index for the last several years. If it is not unreasonable, every establishment is expected to bear it and it will not be correct to look on it as an additional burden. No establishment, whether in newspaper industry or outside it, can object to the provision of variable Dearness Allowance to cover the rising cost of living. If it does not rise, there is no liability. In the Tentative Proposals the rate of neutralisation was over 100% even at the level of Rs. 700. That is now corrected by providing a rise of Rs. 5 per 6 points with a ceiling at Rs. 1600. I think this is quite fair and reasonable.

12.6 The only departure I have made from what the previous Wage Boards had done is to provide two necessary allowances. They are, House Rent Allowance, and the Night Shift Allowance. Many industries in the Public and Private Sectors are paying these allowances. The Government is also paying House Rent Allowance and Compensatory Allowance. Many newspaper establishments do the same. Those who are paying will not be much affected by the new provisions which are extremely moderate I know that some class I newspapers are not paying these allowances. It is enough to point out to them that many newspapers with much smaller resources are paying them. For example, the Newspapers and Publications Ltd., Patna, which has only recently come in Class II, has been paying these allowances to its employees, besides doubling the rate of variable Dearness Allowance. The Assam Tribune, which is in class III, pays Rs. 95 per month even to its lowest employees as House Rent Allowance and a decent amount as Night Allowance. If these smaller newspapers with a limited capacity can manage to pay these allowances, I do not find any reason why better placed newspaper establishments should find it difficult to pay them.

12.7 So, on general grounds, I have shown above that the revised proposals are reasonable and do not impose any extraordinary burden.

12.8 It may be that a few of the establishments which till today are in class I may have to pay a little more when they are classified under Classes IA and IB. Having regard to their financial standing, their reserves, gross block, gross revenues and gross profits, the additional burden will be found to be not at all unbearable.

12.9 The Times of India is expected to be placed in Class IB. The Indian Express (Bombay), assuming it is not functionally integrated with its sister establishments, and the Hindustan Times are expected to be placed in class IA. These Groups are leaders in

the Newspaper industry and financially the roundest. And yet, till recently when they gave some relief to their employees under pressure of circumstances, they followed the most conservative policy in the matter of wages all these years when their financial condition vastly improved. They left it to comparatively weaker Groups like the Ananda Bazar Patrika and the Newspapers & Publications Ltd. of Patna to lead the way. For a comparison, I shall give below the gross revenue and gross profit of each of them for 1979 and the total emoluments they pay to the lowest category in the journalist and the non-journalist sections :—

#### 1. TIMES OF INDIA

\*Rupees in lakhs.

Class	Gross *Revenue 1979.	Gross *profit 1979.	TOTAL EMOLUMENTS AS ON 1-1-1980 AT START		
			Proof Reader	Junior Clerk	Lowest worker
IB	3468.45 (In spite of a long strike)	413.37	Rs. 583	Rs. 537	Rs. 462 Admn. Rs. 457 Factory.

#### 2. INDIAN EXPRESS (BOMBAY)

IA	1251.47	108.50	Rs. 543	Rs. 497	Rs. 417 Admn. Rs. 417 Factory.
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#### 3. HINDUSTAN TIMES

IA	1126.23	116.95	Rs. 533 +40	Rs. 487 +65	Rs. 407 Admn. +65
			Rs. 573	Rs. 552	Rs. 472
					Rs. 407 Factory +65
					Rs. 472

#### 4. ANANDA BAZAR PATRIKA

\*Rupees in lakhs.

Class	Gross*Revenue 1979.	Gross* profit 1979.	TOTAL EMOLUMENTS AS ON 1-1-1980 AT START		
			Proof Reader	Junior Clerk	Lowest worker
I	1028.20	51.82	Rs. 823	Rs. 700	Rs. 620

#### 5. INDIAN NATIONAL & ARYAVARTA (NEWSPAPERS & PUBLICATIONS LTD.)

II	215.00	21.15	Rs. 615	Rs. 569	Rs. 509
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12.10 As shown elsewhere, the **Ananda Bazar** Group pays class I scales to all its employees and higher variable dearness allowance. It also allows a host of other allowances. In 1979, its lowest manual worker was receiving a total wage of Rs. 620 per month at the start and the **Proof Reader** on the Journalist side about Rs. 823. The **Newspapers and Publications**, a non-metropolitan Group paid Rs. 509 to its lowest worker and Rs. 615 to the **Proof Reader**. On the other hand, these leaders of industry by and large adhered to the Shinde recommendations and till they granted some relief recently said less than Rs. 400 to the manual worker and about Rs. 500/- to the **Proof Reader**. It is unrealistic to pretend that while the **Ananda Bazar Patrika** and the **Newspapers & Publications** were able to improve the financial conditions of their employees, these leaders of industry with their vastly superior finances could not. The present recommendations hardly affect the former. The latter who were in class I for long and, therefore, free from the anxiety of reclassification under the Shinde recommendations, should have, on their own, granted better relief to their employees, in former years. Having failed to do that, they have to bear a somewhat higher percentage of burden now and they can certainly bear it.

12.11 A word about the Tentative Proposals. On the material before me, I had published my tentative proposals and invited comments from interested parties. The **Newspaper Employees**, with some reservations, generally welcomed the proposals, but some newspaper owners made serious objections. They were principally :—

- (1) That the total wage was very high, higher than what is paid in other industries, the Banks and the **L.I.C.**
- (2) That the **H.R.A.** and the **C.A.** came to as much as 21% of the Basic wage, which, also according to them, was on the higher side. The high rate of **V.D.A.** was not legal or justified.
- (3) That the statutory provision of between 25% and 40% on the additional wage burden was itself a big burden.
- (4) That, in any case, retrospective operation of the proposals from 1-1-1978 was so burdensome that most newspaper establishments would be in serious difficulty if not reduced to extinction.

12.12 As regards scales of pay, I have already pointed out that the starting pay of the lowest category both on the journalist and the non-journalist sides is not much higher than what newspaper establishments are already paying. The maximum of the scale is also based on what several establishments are now paying. Employers did not dispute at the final hearings that a reasonable rise on the present emoluments was called for. When pointedly asked what percentage was reasonable. I did not get a direct reply from the Employers' Associations. But

some employers both privately and in the open, assured me that a rise of 25% in the present total emoluments for Journalists and 25% to 30% for non-journalists would be reasonable. It appears to me that the scales of pay as finally moderated by me are fair and reasonable.

12.13 In the tentative proposals, I had suggested 3 allowances, the **H.R.A.**, the **C.A.** and the **Night Shift Allowance**. After hearing the parties, I have come to the conclusion that Compensatory allowance is not justified in the present circumstances. I have also come to the conclusion that the **H.R.A.** proposed by me was on the higher side being linked to comparatively higher scales prescribed, and coupled with the new wage scale, it may become burden-some. I have, therefore, reduced the **H.R.A.** percentage and tailored it to the class and areas to which a newspaper establishment belongs. I have also confined it to the first four classes, because in my opinion, the other classes may not be at present, except in a few cases, easily able to bear this burden in addition to the revised scales of pay.

12.14 So far as **Night Shift Allowance** is concerned, it will be confined only to classes **IB**, **IA**, **I**, **II** and **III**. The rates proposed are fair having regard to what some of the establishments are even now paying.

12.15 The more substantial objection is to provision which makes the revised scales applicable from 1-1-1978. It is argued that the retrospective operation of the recommendations upsets the present plans for development and, since the burden for 1978 and 1979 is too big for current profits to meet, borrowings on a large scale would be necessary. In cases where the establishments are not able to raise the money, they would face extinction. The general trend of the arguments appeared to be that newspaper establishments are not afraid to bear a reasonable increase in current burden, because they can raise the price of the paper or the advertisement rates at a pinch. But to find large amounts to pay arrears to employees, according to them, is very oppressive. Retrospective operation is supported by the employees on the principal ground that the appointment of the **Wage Board** had been delayed in the first instance and secondly, an early decision for revision was delayed by the attitude adopted by the representatives of Employers on the Boards.

12.16 There is undoubtedly some substance in the contention made by the employees. It was unfortunate that the representatives of Employers who were, I am told, nominees of the **I.E.N.S.** and the **I.L.N.A.** had delayed the decision by their withdrawal from the **Wage Boards**. But the **I.E.N.S.** and the **I.L.N.A.** do not cover the whole industry. There are many newspaper establishments who do not owe allegiance to these two bodies. They cannot be penalized for what the **I.E.N.S.** and **I.L.N.A.** have done. Moreover, there are some elements in the case which have to be taken note of. One is that interim relief is being paid to the employees from 1-4-1977. The amount of relief was not unsubstantial. Secondly, even before and after 1-4-1977, many newspaper

establishments had paid substantial additional relief on their own or under agreements with the employees. Many establishments had given better scales in some cases and many others increments after reaching the maximum. Thirdly, the income tax assessments for 1978 and 1979 must have been closed in most cases, and the substantial relief they would have obtained in the amount of tax payable in these years is not longer available. To add to all this, it cannot be disputed that the amount of arrears payable is certainly large, and though I am not prepared to say that payment of the same will spell disaster to the industry as a whole, I think the impact can be made bearable if effect is given to the revised scales and dearness allowance from 1-10-1979 in the case of classes IB, IA, I, II and III, and from 1-10-1980 in the case of classes IV, V, VI and VII. As regards the H.R.A. and the Night Shift Allowance, since they are being granted for the first time after considering their fairness and propriety, they shall take effect from the date from which the present recommendations are given effect to.

12.17 I have shown above in general terms that the annual recurring additional financial burden imposed by my recommendations on the industry is not likely to be unbearable. To be more specific, I have, at Annexure VII given a list of newspaper establishments, including two news agencies, and the extra burden imposed on them. These establishments represent a fair cross section of the industry of all classes into which it is divided and include most of those who gave us the material and offered their comments.

12.18 Column 1 of the Annexure VII shows additional burden, including arrears from 1-1-1978 as calculated by the different establishments on the basis of the Tentative Proposals. These figures have not much relevance now as the Tentative Proposals have been considerably modified in the Final Recommendations. Even so, it has to be noted here that the figures given by the establishments were not acceptable to the Tribunal, since in most cases there were wrong classifications, wrong fitments, excessive provision for statutory liabilities and even arithmetical inaccuracies. These mistakes had been pointed out to the newspaper establishments which appeared before the Tribunal for discussion on the financial burden. They accepted the mistakes and promised to furnish correct calculations, but barring a few, these establishments did not furnish revised calculations, inspite of reminders.

12.19 The recurring financial burden is created, in the main, by (1) Revised Scales of Pay (2) House Rent Allowance, and (3) Night Shift Allowance. The H.R.A. is not payable in classes III, IV, V, VI and VII, and the Night Shift Allowance in the last four. Then again these two allowances commence only after the Central Government passes orders enforcing the recommendations under Section 12. As regards the burden created by the revised scales of pay, it will commence on 1-10-1979 in the case of classes IB, IA, I, II and III and on 1-10-1980 in the case of the remaining classes.

12.20 The additional burden imposed by the Revised scales of pay has three main components. They are (1) increase in pay on proper fitment, (2) increase, thereafter, as a result of revised increment to the extent they are higher than the old increments, and (3) statutory provision for Provident Fund, Bonus and the like in relation to the increase represented by (1) & (2). For reasons already stated, I do not consider variable dearness allowance as a recurring burden, because it is a contingent liability, which may be there or may not be there. Further it is a liability which every industry is expected to bear and as long as it is fair and reasonable no objection can be raised to it.

12.21 In calculating the extra burden, I have taken the recommendations of the Shinde Boards as the base; because Government has passed orders thereon and it is expected that the same should be implemented by the industry. Where the recommendations have been modified by the National Tribunal, the modifications will apply to the establishments which were before the Tribunal. We have calculated the additional recurring burden, in the first instance, with reference to that base, in terms of a percentage increase over the present wage bill. That will be the maximum. In the case of a large number of establishments, the percentage increase will be much less because they are already paying additional relief and/or have substituted better scales and/or given stagnation increments. Many are also paying Night Shift allowance and some H.R.A. also. That will further reduce the percentage increase. For example, in the case of Ananda Bazar Patrika which has given most such relief, the annual recurring burden will be just  $6\frac{1}{2}\%$  over the present wage bill. The present wage bill is nearly 115 lakhs and the recurring burden will be  $7\frac{1}{2}$  lakhs per annum. Its gross profit for 1979 was about 52 lakhs.

12.22 Having regard to the gross profits earned by the above establishments and their present wage bill, the recurring burden is not at all unreasonable. For example, the gross profits of the Times of India Group are more than 4 crores and the additional burden is in the neighbourhood of 1 crore; in the case of Hindustan Times the gross profit is about 119 lakhs, and the extra burden is about 23 lakhs; in the case of Indian Express (Bombay) the gross profit is in the neighbourhood of 108 lakhs and the burden is of 42 lakhs. In the case of the Statesman the gross profit is 54 lakhs and the burden is about 34 lakhs. It must be remembered that each one of these establishments has recently increased the sale price of their newspapers and the advertisement rates; and since they have all made good profits they will get considerable relief in Income Tax. These establishments, like others in the industry, have been continuously, making more and more profits year after year (except a few in the years of emergency), and hence we can safely compare the additional recurring burden with the gross profits made in 1979. Indeed a few establishments are showing losses, and it is a pity that they should do so inspite of the climate for the industry being very favourable. One can only say that there is something wrong with the establishments themselves. They

cannot be regarded as representative of the industry as a whole. Some of them have a large wage bill, and the additional burden will not make much difference to them. Some like the *Mail* (Madras) are run for the benefit of their Controllers who do not seem to mind even an accumulated loss of over 1 crore.

Where an establishment is not run on business principles but for prestige or other reasons, losses are the inevitable result. It would be wrong to conclude from a few such stray cases that the industry as a whole is not in a position to bear the moderate burden imposed on it.



## CHAPTER – XIII

### MISCELLANEOUS

13.1 The Tribunal appointed for the purpose of fixing and revising rates of wages for Working Journalists and Non-Journalist Newspaper Employees has now come to the end of its labours. It was an arduous task, but with the co-operation of all concerned, the Tribunal has been able to make its report within 18 months of its appointment. Indeed, a good deal of spade work had been done by the Wage Boards which preceded the appointment of the Tribunal, and the Tribunal wants to record its indebtedness to the Wage Boards.

13.2 The Tribunal would have been happier if newspaper proprietors had been more responsive in giving the necessary material and information called for. Only about 70 newspaper establishments bringing out about 219 newspapers came forward with the required material at the earlier stage when the Wage Boards issued the questionnaire, but even some of them defaulted in updating the material when called upon to do so by the Tribunal. But others did supply the material and it was possible for the Tribunal to get a fair idea about the industry and the working conditions of their employees. The Tribunal must record here the valuable assistance given by the All India Newspaper Employees Federation, the Indian Federation of Working Journalists, and the National Union of Journalists, who had to do a tremendous job in placing the relevant material before it. The Indian and Eastern Newspaper Society and the Indian Languages Newspapers' Association also ably presented their case from the Newspaper Owners' point of view. The Tribunal's only regret is that though some individual newspaper owners were quite sympathetic to the claims of the newspaper employees, their representative bodies found themselves powerless to take a positive stand to come to a workable understanding with the representative bodies of Newspaper Employees on the question of wage fixation.

13.3 The Tribunal had to visit, as the previous Wage Boards had done, different centres in India to hear local newspaper interests. Public hearings can be conducted only in big conference halls which should be made available by local State Governments. The

Tribunal is happy to record that most State Governments responded to the Tribunal's request in this regard and the Tribunal is grateful to them. As the former Chairman of the Wage Boards, the Tribunal in its personal capacity must also thank Private bodies like the Indian Merchants' Chamber at Bombay, the Associated Cement Co. Ltd., M/s. Bennett Coleman & Co. Ltd., and the Indian and Eastern Newspaper Society, for making their conference halls available when requests were made.

13.4 A good deal of statistical work had to be done in the Tribunal's office. In this, the Tribunal derived the greatest help from Shri A. N. Biswas, the Assessor, ably assisted by Shri H.A. Sathe, the Research Officer and his research staff. Shri K. S. Rama Iyer, the Administrative Officer, not only relieved the Tribunal from the cares of day-to-day administration but brought to bear on the Tribunal's labour his large experience in labour matters. The Tribunal must also record here that after Shri Wazkar's services as the Secretary of the Wage Boards came to an end, Shri Iyer carried on the work of the Secretary of the Boards. To him and to the rest of the office staff, the Tribunal renders its heart-felt thanks.

13.5 The help rendered to the Tribunal by Shri K. R. Wazkar was invaluable. He was the Secretary of the old Wage Boards and on the Tribunal's insistence, his services were made available to it. Though appointed as the Honorary Adviser to the Tribunal, he worked full time and accompanied the Tribunal, as much personal inconvenience, to the various centres visited by the Tribunal, and attended all hearings. The Tribunal is grateful for his guidance and advice.

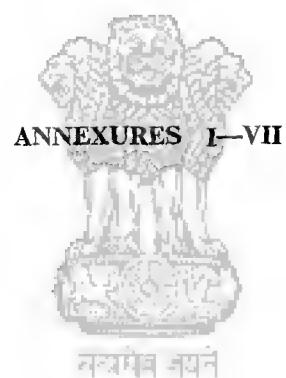
BOMBAY,

Sd/-

12th August, 1980

D. G. PALEKAR  
(TRIBUNAL).





**Annexure-I (See Chapter I Page 1)**

**PUBLISHED IN THE GAZETTE OF INDIA PART II, SECTION 3, SUB-SECTION (ii), DATED 21ST JUNE, 1975**

**NOTIFICATION**

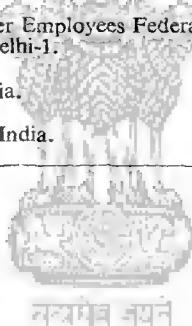
**New Delhi, the 11th June, 1975**

S.O. 1958—In exercise of the powers conferred by section 13C of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), the Central Government hereby constitutes a Wage Board for the purpose of fixing and revising rates of Wages in respect of non-journalist newspaper employees in accordance with the provisions of the said Act, consisting of the representatives of employers in relation to newspaper establishment and non-journalist newspaper employees and independent persons mentioned in the Table annexed hereto and appoints Shri D.G. Palekar, Retired Judge of the Supreme Court of India as the Chairman of the said Board.

**T A B L E**

Sl. No.	Name	Nature of Representation
1.	Shri Santosh Nath, General Manager, The Hindustan Times, Kasturba Gandhi Marg, New Delhi.	Representatives of employers.
2.	Shri K.S. Deshpande, The Marathwada, P.B. No. 22, Sanmitra Colony, Aurangabad. (Maharashtra State).	
3.	Shri S.Y. Kolhatkar, President, All India Newspaper Employees Federation, C/o Times of India and Allied Publications Employees Union, Khandelwal Bhawan, 166, Dr. Dadabhai Naoroji Road, Bombay-1.	Representatives of non-journalist Newspaper employees.
4.	Shri K.L. Kapur, General Secretary, All India Newspaper Employees Federation, Flat No. 29, New Central Market, Connaught Circus, New Delhi-1.	
5.	Shri D.G. Palekar, Retired Judge, Supreme Court of India.	
6.	Shri B.C. Bhagawati, Member of Parliament.	Independent persons.
7.	Shri R.C. Dutt, Retired Secretary to the Government of India.	

[No. V-24011/3/75-WB]



**T. S. SANKARAN,  
JOINT SECRETARY.**

[TO BE PUBLISHED IN PART II, SUB-SECTION (ii) OF SECTION 3 OF THE GAZETTE OF INDIA]

GOVERNMENT OF INDIA  
(BHARAT SARKAR)

MINISTRY OF LABOUR  
(SHRAM MANTRALAYA)

NOTIFICATION

New Delhi, the 10th November, 1975

Shri K.L. Kapur, representative of non-journalist newspaper employees on the Wage Board for non-journalist newspaper employees has resigned his membership of the said Board and it is hereby notified that the seat held by the said Shri K.L. Kapur shall in pursuance of sub-rule(1) of the rule 13 of the Working Journalists Wage Board Rules, 1956 be deemed to have fallen vacant with effect from the date the said resignation has been accepted by the Central Government, namely 2-11-75.

(No. V-24026/8/75-WB (i)]

Hans Raj Chhabra,  
Deputy Secretary.



[TO BE PUBLISHED IN PART II, SUB-SECTION (ii) OF SECTION 3 OF THE GAZETTE OF INDIA]

GOVERNMENT OF INDIA  
(BHARAT SARKAR)

MINISTRY OF LABOUR  
(SHRAM MANTRALAYA)

NOTIFICATION

New Delhi, the 11th November, 1975.

The Central Government hereby appoints Shri M.K. Ramamurthi, member of the Central Working Committee of the All India Newspaper Employees Federation, New Delhi, and President of the Hindustan Times Employees Union as a representative of the non-journalist newspaper employees on the Wage Board for non-journalist newspaper employees vice Shri K.L. Kapur, and make the following amendment in the notification of the Government of India in the Ministry of Labour, No. S.O. 1958, dated the 11th June, 1975 published in the Gazette of India, Part II, Section 3, sub-section (ii), dated the 21st June, 1975, namely:—

In the said notification, against serial No. 4, for the entry in column 2, the following entry shall be substituted, namely:—

“Shri M.K. Ramamurthi,

Member of the Central Working Committee of the All India Newspaper Employees Federation, New Delhi and President, the Hindustan Times Employees Union, 16, Neeti Bagh, New Delhi-110049”.



[No. V-24026/8/75-WB (ii)]

Hans Raj Chhabra,  
Deputy Secretary.

[TO BE PUBLISHED IN PART II, SECTION 3, SUB-SECTION (ii) OF THE GAZETTE OF INDIA]

GOVERNMENT OF INDIA  
(BHARAT SARKAR)

MINISTRY OF LABOUR  
(SHRAM MANTRALAYA)

NOTIFICATION

New Delhi, the 6th February, 1976

S.O. \_\_\_\_\_ : In exercise of the powers conferred by Section 9 of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), the Central Government hereby constitutes a Wage Board for the purpose of fixing and revising rates of wages in respect of working journalists in accordance with the provisions of the said Act, consisting of the representatives of employers in relation to newspaper establishments and of working journalists and independent persons mentioned in the Table annexed hereto and appoints Shri D.G. Palekar, Retired Judge of the Supreme Court of India as the Chairman of the said Board.

T A B L E

Sl. No.	Name	Interests represented
1.	Dr. Ram S. Tarneja, Associate General Manager, Times of India, Dr. Dadabhoi Naoroji Road, Bombay.	Representatives of employers.
2.	Shri Narendra Tiwari, The Nai Dunia, Nai Dunia Compound, Kesharbagh Road, Post Box No. 45, INDORE-452 002.	
3.	Shri S.B. Kolpe, President, Indian Federation of Working Journalists, Prospect Chamber Annexe, Dr. D.N. Road, Bombay-1.	Representatives of working journalists.
4.	Shri T.R. Ramaswami, Secretary General, Indian Federation of Working Journalists, C/o. Madras Union of Journalists, 15, Ritchie Street, Mount Road, Madras-2.	
5.	Shri D.G. Palekar, Retired Judge, Supreme Court of India.	
6.	Shri B.C. Bhagawati, M.P.	
7.	Shri R.C. Dutt, Retired Secretary to the Government of India.	Independent persons.

लोकपाल विधान

ANNEXURE-II (See Chapter-VIII Para 8.3)

No.	NEWSPAPERS	CIRCULATION		Percentage	REMARKS
		1965	1979		
1	2	3	4	5	6
1.	The Times of India	1,85,000*	2,40,039	(1979-ABC)*	29.75 *Bombay Edition.
2.	Statesman	1,38,000	@2,52,864	(1979-ABC)	83.23 @Total circulation of both Calcutta & Delhi Editions.
3.	Hindu	1,42,000	3,33,740	(1979-ABC)	135.03
4.	Hindustan Times	1,14,000	2,82,606	(1979-ABC)	147.90
5.	Nav Bharat Times	1,42,000£	3,25,247	(1979-ABC)£	129.05 £ New Delhi Edition.
6.	Hindustan	85,000	2,08,166	(1979-ABC)	144.90
7.	Aryavarta	50,000	1,04,801	(1979-ABC)	109.60
8.	Nav Bharat (Nagpur, Jabalpur, Bhopal, Indore and Raipur)	34,000	1,34,989	(1979-ABC)	297.03
9.	Thanti	2,35,000	2,52,077	(1979-ABC)	07.27
10.	Samyukta Karnataka	52,000	@@66,379	(1978---ABC)	27.65 @@Total circulation for Hubli and Bangalore Editions.
11.	Prajavani	61,000	1,61,059	(1979-ABC)	164.03
12.	Janasatta	46,000	56,865	(1979---ABC)*	23.62 *Ahmedabad Edition.
13.	Janmabhoomi	25,000	50,660	(1979-ABC)	102.64
14.	Sakal	73,000	£1,56,474	(1979-ABC)	114.35 £Total circulation of Bombay and Poona Editions.
15.	Mathrubhumi	1,70,000	*3,04,084	(1979-ABC)	78.87 *Total circulation of Calicut and Cochin Editions.
16.	Malayala Manorama	1,52,000	@4,78,108	(1979-ABC)	214.54 @Total circulation of Kottayam, Kozhikode & Cochin Editions.

ANNEXURE-III

(See Chapter VII—Para 8.4)

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Newspapers	Circulation		Circulation Revenue		Advertisement Revenue		Percen-	REMARKS	
	1965-67	1978-79	Percen-	1965-67	1978-79	1965-67	1978-79		
<b>CLASS - VII</b>									
1. Cutchmitra, Bhuj (VI)	4,748 (Daily) 4,502 (Weekly) (1967)	9,108 (Daily) 9,312 (Weekly) (1978)	91.83	86,804	4,75,130 (1979)	447.36	87,390 (1979)	6,58,537 (1979)	653.56
2. Siasat, Hyderabad (V)	9,623 (From Press in India 1967)	22,277 (1979-ABC)	131.50	3,27,835 (1967)	14,40,195 (1978-79)	326.30	2,75,132 (1967)	11,75,752 (1978-79)	327.34
<b>CLASS - VI</b>									
1. Pratap Surat (V)	11,393 (1967)	18,930 (1979-ABC)	66.15	3,72,646 (1979)	12,38,550 (1979)	232.38	3,24,121 (1979)	15,67,780 (1979)	383.70
<b>CLASS - V</b>									
1. Kaum Aawaz, Lucknow (III)	7,984 (1967)	10,244 (1978-ABC)	28.31	1,92,147 (1975)	5,45,000 (1975)	433.54	98,819 (1975)	4,56,000 (1975)	361.45
2. Navjivan, Lucknow (III)	17,484 (1967)	14,182 (1978-ABC)	—	3,74,782 (1975)	7,93,000 (1975)	111.59	3,02,770 (1975)	8,07,000 (1975)	166.54
3. Samyukt Karnataka, Hubli (IV)	52,000 (1965)	66,379 (1978-ABC)	27.65	16,10,000 (1967)	38,50,000 (1975)	139.13	9,60,000 (1967)	@23,60,000 (1975)	145.83
4. Jannabhumii (including Pravasi), Bombay (III)	25,000 (Janmabhumi (1965))	50,660 (Pravasi) (1978-79)	102.64	15,88,908 (1978-79)	67,33,27,084 (1978-79)	109.39	9,22,138 (1978)	@29,54,283 (1978)	220.37
5. Pratap, Delhi (IV)	32,275 (from Press in India 1967)	24,636 (1979-ABC)	..	14,5,000 (1967)	24,81,024 (1978)	70.52	7,68,000 (1967)	11,04,134 (1978)	43.77

N.B. : Figures in bracket in front of the newspaper indicates the class of the newspaper as intimated by the newspaper establishment.

## ANNEXURE-III

Newspapers	Circulation		Circulation Revenue		Percentage	Advertisement Revenue		Percentage	REMARKS
	1965-67	1978-79	1965-67	1978-79		1965-67	1978-79		
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
									11
<b>CLASS - IV</b>									
1. Indian Nation, Patna, (II) (1967)	26,094	54,139 (1979-ABC)	107.48	11,59,793	1,11,64,077 (1979)	314.78	8,11,730	348.42 (@1,31,10,749 (1979) + 11,11,997 29,23,727	@Including within Mihir (Weekly) also.
2. Aryavarta, Patna (II) (1965)	50,000	1,04,801 (1979-ABC)	109.60	+ 18,31,788 26,91,581					
3. Deccan Herald, Bangalore- (I) (1967)	31,507	1,12,078 (1979-ABC)	255.72	12,09,357	90,60,000 (1977-78)	649.15	26,07,281	1,20,22,000 (1977-78)	361.09
4. Dinamani, Madura - (II), (1967)	1,34,859	61,74,162 (1979-ABC)	29.14	24,21,598	@1,37,39,000 (1978)	467.35	13,23,344	@53,70,000 (1979)	305.79 (i) Circulation figures for Madras and Madurai.
5. Tribune, Ambala,(Chandigarh) (I) (1967)	73,740	1,61,906 (1979-ABC)	119.56	22,38,007		1,47,46,239 (1979)	558.90	29,88,532	
6. Janashakti, Bombay Gujarati Daily (III)	27,291	30,692 (1979-ABC)	12.46	6,00,004 <sup>#</sup>	—	—	1,98,586	—	—
<b>CLASS - III</b>									
1. Free Press Journal (III) (1967)	71,086	49,040 (1979-ABC)	..	20,97,951	95,31,856 (1979)	354.34	30,28,780	73,79,999 (1979)	143.66 Including Nav Shakti (Marathi Daily), Bombay (III) and Janashakti, (Gujarati/Daily) Bombay (Class - III)
Free Press Bulletin (III) & Bharat Jyoti (III) (Now stopped) (1967)	20,840	27,205 (1979-ABC)	30.54	63,571 (1967)	From Press in India 1967	—	—	—	—
2. Jugantar, Calcutta (I)	1,36,635	3,02,276 (1979-ABC)	121.23	59,62,670	2,04,41,302 (1979)	242.82	40,04,062	1,33,89,135	234.39
3. Nav Bharat Times, Delhi (I) (1965)	1,42,000	3,25,247 (1979-ABC)	129.05	34,62,278	2,15,35,000 (1977-78)	521.99	20,73,564	1,49,29,000 (1977-78)	586.21
4. Nav Shakti, Bombay Marathi-Daily (III)	36,252	33,462 (1979-ABC)	..	8,60,275	—	—	3,72,966	..	..

N.B. — Figure in bracket in front of the newspaper indicates the class of the newspaper as intimated by the newspaper establishment.

### ANNEXURE - III

3. Times of India, (I), Delhi.	47,203 (1967)	1,74,102 (1979-ABC)	268.84	18,59,913	1,20,46,000 (1977-78)	547.66	51,63,583	1,80,63,000 (1977-78)	249.82
4. The Statesman(I) Calcutta & Delhi.	1,38,000(C) (1965)	@2,52,864 (1979-ABC)	83.23	63,40,432	2,04,73,000 (1978)	22.90	1,65,03,184	5,46,92,000 (1978)	231.40

N.B. : Figure in bracket in front of the newspaper indicates the class of the newspaper as intimated by the newspaper establishment.



**ANNEXURE-IV**

Newspaper Establishments	Capital (Paid-up)			Net Worth			Gross Revenue		
	1967	1978/79	Rise or Fall %	1967	1978/79	Rise or Fall %	1967	1978/77	Rise or Fall %
1. Bennett Coleman & Co. Ltd., Bombay . . .	41.85	51.03	21.94	256.93	669.28	160.40	788.47	3468.45	339.90
2. Indian Express Newspapers (Bombay Pvt. Ltd., Bombay . . .	86.50	86.50	..	150.21	198.82	32.36	314.49	1251.46	297.94
3. The Hindustan Times Ltd., New Delhi. . .	13.19	21.38	62.09	96.88	365.26	277.02	253.78	1126.23	343.78
4. Kasturi & Sons Ltd., Madras	59.00	59.00	..	84.68	125.43	48.12	255.98	1099.70	329.68
5. The Statesman Ltd. Calcutta . . .	79.33	79.33	..	107.66	310.91	188.79	380.60	1128.58	179.53
6. Anand Bazar Patrika Ltd. Calcutta. . .	17.00 (1975)	17.00	..	29.47 (1975)	54.10	83.58	575.51 (1975)	1028.20	78.66
7. The Tribune Trust, (The Tribune Newspaper and Press) Chandigarh . . .	75.62	221.53	192.95	109.99	233.83	112.59	69.69	416.50	497.65
8. The Malayala Manorama Co., Ltd., Kottayam. . .	8.00	19.80	147.50	13.02	46.06	253.76	105.41	707.92	571.59
9. The Printers (Mysore) Ltd., Bangalore . . .	9.75	10.00	2.56	11.79	59.41	403.90	93.79	548.01	484.29
10. The Newspapers & Publications Ltd., Patna. . .	25.00	25.00	..	37.82	59.94	57.96	68.08	249.81	262.15
11. Indian Express (Madurai) Pvt. Ltd., Madras. . .	4.05	4.05	..	30.01	47.28	57.53	276.23	997.76	261.21
12. Andhra Prabha Pvt. Ltd., Vijayawada. . .	3.02	3.02	..	15.23	10.39	..	80.57	257.11	219.11
13. Sakal Papers, Pvt. Ltd. Bombay & Pune . . .	3.86	7.33	89.90	9.80	29.12	107.14	41.16	202.40	391.74
14. The Samaj, Cuttack . . .	..	..	..	9.74	2.62	173.31	22.65	83.44	268.37
15. The Indian National Press (Bombay) Ltd., Bombay . . .	12.18	12.18	..	21.23	37.63	77.25	77.24	156.59	102.73
16. The Saurashtra Trust, Bombay (Janmabhumi Group) . . .	25.00	20.00	—	37.08	32.01	..	60.54	161.30	166.44
17. Traders Pvt. Ltd., Bombay- (Loksatta, Baroda, Jansatta, Rajhot). . .	5.06	34.09	573.71	14.78	39.12	164.68	57.31	179.49	179.49
18. The Pioneer Ltd. Lucknow (U.P.) . . .	6.94 (1971)	7.50	8.07	10.96 (1971)	16.66	52.01	346.50 (1971)	195.43	..
19. The Kerala Kaumudi Pvt. Ltd. Trivandrum. . .	1.75	10.50	500.00	10.26	23.57	129.73	36.27	138.22	280.88
20. Ushodaya Publication Pvt. Ltd., Hyderabad . . .	2.50 (1975)	25.00	900.00	2.50 (1975)	25.00	900.00	17.48 (1975)	228.57	1207.61
21. Deccan Chronicle Group, Secunderabad . . .	5.84	8.24	41.10	7.76	20.74	157.27	29.91	113.06	278.00

(Rs. in lakhs)

Gross Block			Gross Profit			Net Profit			Remarks
1967	1978/79	Rise or fall %	1967	1978/79	Rise or fall %	1967	1978/79	Rise or fall %	
481.98	637.37	32.24	53.11	413.37	678.33	42.45	393.71	827.47	
79.02	985.64	147.33	57.07	108.50	90.12	49.29	60.25	60.51	
96.71	486.07	402.61	39.02	119.02	205.02	32.90	97.92	197.63	
176.61	415.81	135.44	29.76	60.38	102.89	20.14	41.14	104.27	
174.39	445.36	155.38	42.50	54.58	28.42	36.14	47.28	30.82	
148.84 (1975)	255.98	71.98	23.59 (1975)	51.82	119.67	15.87 (1975)	30.08	89.54	
67.75	168.66	148.94	17.62	15.51	..	16.50	9.47	..	
37.52	155.08	313.33	6.19	33.92	447.98	1.23	23.90	1843.09	
24.45	130.82	435.05	12.76	91.27	615.28	11.26	83.84	644.58	
35.21	59.47	68.90	7.90	21.16	167.85	6.83	20.56	201.02	
109.63	211.42	92.85	33.44	97.69	192.14	23.51	84.41	259.04	
29.89	71.89	140.52	8.20	23.21	183.05	6.05	18.84	211.40	
38.13	46.84	22.84	6.03	26.57	340.63	1.56	7.40	374.42	
1.40	2.54	81.43	1.11	0.81	..	0.70	0.29	..	
48.69	85.17	74.92	1.91	10.08	427.75	(—)0.41	7.79	..	
44.23	26.02	..	2.81	8.53	203.56	1.01	6.93	586.14	
40.93	81.91	100.12	3.05	3.18	4.26	(—)0.07	0.31	..	
17.30 (1971)	5.25	..	3.62 1971	17.55	384.81	3.01 1971	16.77	457.14	Includes yarn business.
12.77	84.24	403.13	6.85	10.48	52.99	5.81	7.55	29.95	
16.55	104.75	532.93	(—)4.50 (1975)	1.73	..	5.51 (1975)	0.92	..	Started in 1974.
11.02	18.80	70.60	2.66	0.90	..	0.68	(—)1.41	..	

Newspaper Establishment	Capital (Paid up)			Net Worth			Gross Revenue		
	1967	1978-79	Rise or fall %	1967	1978-79	Rise or fall %	1967	1978-79	Rise or fall %
22. The Associated Journals Ltd., Lucknow . . .	25.76	57.66	123.83	31.96	59.69	86.76	51.64	153.98	198.18
23. Andhra Printers Ltd., Vijayawada . . .	15.47	25.00	61.60	15.47	30.01	93.99	15.91	130.33	719.17
24. The Nuvu Bharat Press, Nagpur . . .	3.24	..	..	3.70	5.61	51.62	31.78	155.98	390.81
25. The Saurashtra Trust, Rajkot	1.29	12.00	830.23	3.93	15.70	299.49	14.00	111.75	698.21
26. The Nava Samaj Ltd., Nagpur. . .	8.57	8.59	..	8.92	13.87	55.49	10.64	63.39	495.77
27. The Daily Pratap, New Delhi . . .	5.89	4.59	..	5.89	4.93	..	23.26	33.35	43.38
28. Manipal Printers & Publishers Pvt. Ltd., Manipal . . .	1.00 (1970)	8.25	725.00	1.03 (1970)	13.54	1214.56	8.28 (1977)	90.61	994.32
29. The Behar Journals Ltd., Patna . . .	10.22	12.97	26.91	11.20	15.03	34.20	18.46	78.96	327.73
30. Associated Publishers (Madras) Pvt. Ltd., Madras . . .	12.00	12.00	..	13.01	12.00	..	4.68	33.28	611.11
31. Marathwada Daily, Aurangabad . . .	0.51 (1971)	3.61	607.84	2.28 (1971)	5.73	151.32	4.28 (1971)	19.61	358.18
32. The Saurashtra Trust, Surat . . .	0.51	8.00	1468.63	1.71	12.89	653.80	8.09	29.00	259.58
33. Inquilab Publications Pvt. Ltd., Bombay . . .	0.50 (1971)	0.50	..	2.83 (1971)	5.84	106.36	23.90 (1971)	73.37	206.99
34. Kirloskar Press, Pune. . .	7.58	50.61	567.68	9.26	51.18	452.70	14.87	54.55	206.32
35. Newspaper Ltd., Allahabad . . .	11.39	11.30	..	11.39	11.46	0.61	17.56	26.17	49.03
36. The Siasat Daily, Hyderabad . . .	1.04 (1972)	3.73	258.65	1.04 (1972)	3.73	258.65	8.90 (1972)	26.11	193.37
37. The Saurashtra Trust, Bhuj	0.09	3.25	3511.11	0.47	4.04	759.57	2.97	11.49	286.87
38. Rashtriya Vichar Sadhana, Raipur (M.P.) . . .	..	0.18	..	..	0.18	..	6.30 (1972)	38.19	506.19
39. Sadhvi, Mysore . . .	N.A.	1.78	..	N.A.	1.78	..	..	1.43	..

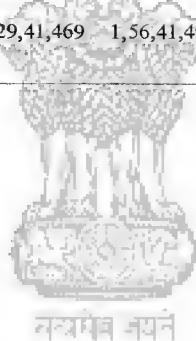
(Rs. in lakhs)

Gross Block			Gross Profit			Net Profit			REMARKS
1967	1978-79	Rise or fall %	1967	1978-79	Rise or Fall %	1967	1978-79	Rise or fall %	
65.61	149.70	128.17	2.88	(—)24.92	..	(—)4.07	(—)28.51	—	
24.31	44.88	84.62	(—)1.40	1.68	..	(—)2.22	(—)0.92	..	
3.73	32.90	782.04	2.87	17.79	519.86	2.35	12.80	444.68	
9.83	11.98	21.87	1.02	9.78	658.82	0.38	9.26	2336.84	
7.80	40.74	422.31	0.72	(—)2.67	..	0.04	(—)5.72	..	
1.10	3.24	194.54	2.77	1.34	..	2.62	0.93	..	
0.65 (1970)	38.18	5773.85	(—)0.15 (1970)	5.91	..	(—)0.16 (1970)	2.10	..	
2.79	16.35	486.02	0.56	7.27	1198.21	0.27	6.67	2370.37	
32.35	27.63	..	(—)4.68	(—)8.10	..	(—)5.23	(—)8.42	..	
1.09 (1971)	0.67	38.53	..	1.14	..	(—)0.11	1.07	..	
3.61	18.36	408.59	(—)1.47	3.10	..	(—)1.67	2.39	..	
9.92 (1971)	17.21	73.49	2.05 (1971)	4.95	141.46	..	3.15	..	
15.55	26.44	70.03	0.64	(—)5.04	..	(—)0.36	(—)6.09	..	
16.92	19.84	17.26	(—)0.76	(—)1.36	..	(—)0.76	(—)1.60	..	
0.74 (1972)	1.76	137.84	0.59 (1972)	1.24	110.17	0.55 (1972)	1.05	90.91	
0.62	2.45	295.16	0.20	3.53	1865.00	0.10	3.49	3490.00	
0.12 (1972)	1.12	833.33	0.08 (1972)	0.10	25.00	0.08 (1972)	0.08	..	
N.A.	0.41	..	N.A.	0.20	..	N.A.	0.20	..	

ANNEXURE-V [See Chapter X—Para 10-16(8)]

**COMPARATIVE FINANCIAL POSITION OF SELECTED INDUSTRIES IN BOMBAY WITH THE TOP NEWSPAPER  
ESTABLISHMENT OF M/S. BENNETT, COLEMAN & CO. LTD., BOMBAY**

Sr. No.	Name of the Establishment.	Paid up Capital	Reserve	Net Worth	Gross Block	Depreciation	Gross Revenue	Gross Profit	Divi- dends.	Minimum wage paid to the lowest un-skilled worker
1	2	3	4	5	6	7	8	9	10	11
									%	Rs.
	Bennett, Coleman & Co. Ltd., Bombay	41,85,000	5,10,19,000	5,52,04,000	6,15,08,000	3,13,54,000	38,37,00,000	2,54,12,000	40	457—462
1.	Lakme Ltd., Bombay	45,00,000	34,36,329	79,36,329	82,91,192	31,15,647	7,79,14,959	48,40,200	15	535
2.	Gramophone Co. Ltd., Bombay	1,80,71,000	2,54,79,259	4,35,50,259	2,94,54,282	—	13,64,51,755	1,62,16,488	18	561
3.	Boehringer Knoll Ltd., Bombay.	1,00,00,000	88,63,624	1,88,63,624	3,34,17,400	2,01,50,861	8,67,03,653	72,10,683	12	655
4.	Ralliwolf Ltd., Bombay	70,30,000	59,11,469	1,29,41,469	1,56,41,499	66,19,789	5,56,68,197	51,91,434	12	802



ANNEXURE—VI (See Chapter X—Para 10.17)

**WAGES/SCALES OF PAY OF CERTAIN COMMON CATEGORIES APPLICABLE IN CERTAIN PUBLIC SECTOR UNDERTAKINGS/PRIVATE SECTOR ESTABLISHMENTS**

Name of the Concern	Sector	Industry	Category /occupation	PAY SCALE	Basic pay	D.A. Fixed	V.D.A.	C.C.A.	H.R.A.	Tea Allo-wance	Washing Allo-wance	Total as on 1-1-1980
Indian Oil Corporation Ltd.	Public	Oil	Sweeper/Peons	Rs. 275-8-339-9-402-10-462.	275.00 (Minimum)	140.00	95.00	22.00	68.75	19.00	12.00	631.75
					462.00 (Maximum)	253.00	95.00	36.96	115.50	19.00	12.00	993.46
			Clerk/Typist	Rs. 375-10-415-12-511-15-631-20-651	375.00 (Minimum)	178.00	95.00	30.00	93.75	19.00	—	790.75
					651.00 (Maximum)	282.00	95.00	52.08	162.75	19.00	—	1261.83
			Steno-grapher*	Rs. 435-15-480-20-640-25-840-30-900	435.00 (Minimum)	233.00	95.00	34.80	108.75	19.00	—	925.55
					900.00 (Maximum)	318.00	95.00	72.00	225.00	19.00	—	1629.00
Franco Indian Private Pharmaceuticals Pvt. Ltd., Bombay	Indian	Pharmaceuticals	Sweeper Peon	Rs. 415-6-439-8-551. Rs. 440-7-468-10-608	415.00	—	530.00	—	30.00	—	—	975.00
			Jr. Clerk	Rs. 520-18-574-24-742-30-1102	520.00	—	530.00	—	30.00	—	—	1080.00
			Sr. Clerk	Rs. 570-20-650-26-806-34-1214	570.00	—	530.00	—	30.00	—	—	1130.00
			Jr. Steno	Rs. 570-20-650-26-806-34-1214	570.00	—	530.00	—	30.00	—	—	1130.00
			Sr. Steno	Rs. 615-24-711-30-951-36-1347	615.00	—	530.00	—	30.00	—	—	1175.00
Madras Refineries Ltd., Madras	Public	Oil	Peon/ Sweeper Steno-typist/ clerk. Steno-grapher Sr. Assistant/ Accountant.	Rs. 260-6-386 Rs. 390-15-540-20-700 Rs. 500-20-600-25-900. Rs. 650-25-800-30-950-35-1125	260.00 390.00 500.00 650.00	— — — —	206.70 206.70 206.70 206.70	65.00 97.50 125.00 162.50	15.60 23.40 36.00 39.00	— — — —	— — — —	547.30 717.60 867.70 1058.20
Name of the Concern	Sector	Industry	Category /Occupation	PAY SCALE	Basic pay	D.A. fixed	V.D.A.	Other allo-wances	Total emoluments as on 1-1-1980			
Vulcan-Laval Ltd., Pune.	Private	Engineering	Peon	Rs. 350-4-370-6-490	350.00	265.00	—	55.00	670.00			
			Jr. Clerks	Rs. 375-10-435-12-519-14-617-EB-16-777	375.00	265.00	—	55.00	695.00			
			Sr. Clerks	Rs. 450-17-552-22-706-27-895-EB-30-1195	450.00	265.00	—	55.00	770.00			
			Jr. Steno-grapher	Rs. 400-12-472-16-584-20-724-EB-22-944	400.00	265.00	—	55.00	720.00			
			Cashier	Rs. 450-17-552-22-706-27-895-EB-30-1195	450.00	265.00	—	55.00	770.00			
								Misc. Sub				

Name of the concern.	Sector	Industry	Category/ occupation.	PAY SCALE	Basic pay	D.A. fixed	V.D.A.	Other allowances	Total emolu- ments as on 1-1-1980
								Add. D.A.	Other Allowance
Hindustan Teleprinters Ltd., Madras.	Public	Teleprinter	Peon/ Sweeper	Rs. 308-7-378-8-442	308.00	80.00	70.20	100.68	558.88
			Clerk	Rs. 405-12-465-13-634	405.00	100.00	70.20	121.05	696.25
			Steno- grapher	Rs. 535-20-675-21-843	535.00	150.00	70.20	146.35	903.55
			Supervisor (Cash)	Rs. 525-20-685-21-853	525.00	150.00	70.20	146.25	891.45
Boehringer-Knoll Ltd., Bombay	Private	Pharma- ceutical	Sweeper/ Peon/ Watchman	Rs. 60-6-90-7-125-8- 181	60.00	705.00	—	50.00	815.00
			Clerks	Rs. 110-11-165-16- 245-18-425	110.00	791.00	—	50.00	951.00
Ruston & Hornsby (India) Ltd., Pune	Private	Engineering	Unskilled (Lowest paid in Factory)	Rs. 3.50-0.15-4.55- 0.20-5.75 (Rs. 3.50 per day) (Rs. 5.75 per day)	91.00* (Mini- mum)	10.00	445.90* (Rs. 17.15 per day)	40.00	586.90
					149.50* (Maxi- mum)	20.00	445.90* (Rs. 17.15 per day)	40.00	655.40
*On the basis of 26 working days per month.									
Lowest paid monthly rated employee (Administration)									
					92.00 (Mini- mum)	10.00	445.90	40.00	587.90
					147.00 (Maxi- mum)	20.00	445.90	40.00	652.90

Name of the concern	Sector	Industry	Category/ occupation	PAY SCALE	Basic pay	D.A.	C.C.A.	H.R.A.	Special allow- ance	Total emolu- ments as on 1-1-1980
Nationalised Banks	Public	Banking	Peon/ Sweeper etc.	Rs. 245-7-289-10-330- 12-390-15-435-20-455	245.00	191.10	20.00	18.37	—	474.47
			Clerk (Non- graduate)	Rs. 325-20-405-25-455- 30-545-35-580-40-660- 45-750-50-800-60-1040	325.00	190.12	30.00	24.37	—	569.49
			Head Clerk	-do-	325.00	190.12	30.00	24.37	152.00	721.49
			Steno- grapher	-do-	325.00	190.12	30.00	24.37	152.00	721.49
			Cashier- in-charge of cash in Pay office	-do-	325.00	190.12	30.00	24.37	102.00	671.49
Life Insurance Cor- poration of India	Public	Life Insurance	Sweeper	Rs. 120-5-160-6-196-7- 224-8-240	120.00	307.00	20.00	22.00	—	469.00
			Peons	Rs. 125-5-165-6-201-7- 229-8-245	125.00	320.00	20.00	22.00	—	487.00
			Daftary	Rs. 140-5-165-6-201-7- 229-8-245	140.00	358.00	20.00	22.00	—	540.00
Name of the concern.	Sector	Industry	Category/ Occupation	PAY SCALE	Basic pay	D.A.	C.C.A.	H.R.A.	Total emolu- ments as on 1-1-1980	
Life Insurance Cor- poration of India	Public	Life Insurance	Clerks	Rs. 175-10-215-15-290- 20-410-EB-25-585.	175.00	336.00	20.00	28.00	559.00	
			Head Clerk	Rs. 225-15-255-20-395- 25-670	225.00	432.00	20.00	28.00	705.00	
			Suprin- tendent	Rs. 370-25-470-30-830	370.00	710.00	20.00	37.00	1137.00	

Name of the concern	Sector	Industry	Category/ occupation.	PAY SCALE	Basic pay	D.A.	C.C.A.	H.R.A.	Total emolu- ments as on 1-1-1980			
			Steno- grapher	Rs. 210-15-225-20-405- 25-430-EB-25-630	210.00	403.00	20.00	28.00	661.00			
Atlas Copco (India) Ltd., Bombay	Private	Enginee- ring	Peons	Rs. 80-9-125-10-175- 12-355	80.00	N.A.	N.A.	N.A.	All India (Except Pune) 752.00 657.00			
			Clerks	Rs. 125-15-200-25-325- 35-850	125.00	N.A.	N.A.	N.A.	1018.00 702.00			
			Steno- grapher	Rs. 150-20-250-30-400- 40-1000	150.00	N.A.	N.A.	N.A.	1121.00 727.00			
			Junior Officers	Rs. 275-30-425-40-625- 50-1375	275.00	N.A.	N.A.	N.A.	1275.00 922.00			
Lakme Ltd., Bombay	Private	Cosmetics	Peons	Rs. 175-8-223-11-278- 12-350	175.00	N.A.	N.A.	N.A.	602.00			
			Typist/ Clerk	Rs. 240-17-325-18-379- 19-550	240.00	N.A.	N.A.	N.A.	825.00			
			Steno/ Clerk 'A'	Rs. 325-18-451-20-591- 22-701	325.00	N.A.	N.A.	N.A.	1118.00			
			Cashier, Head Clerk, Store- keeper	Rs. 365-21-470-22-580- 23-695-25-745	365.00	N.A.	N.A.	N.A.	1256.00			
Name of the Concern	Sector	Industry	Category/ occupation	PAY SCALE	Basic pay	D.A. Fixed	V.D.A.	City Dear- ness Allow- ance	Ad hoc allow- ance	Special allow- ance	H.R.A.	Total as on 1-1-1980
Bharat Pump & Compressors Ltd.	Public	Engineering	Peon/ Sweeper	Rs. 305-7-445	305.00	—	158.00	—	—	—	45.75	508.75
			Jr. Clerk	Rs. 375-11-540	375.00	—	158.00	—	—	—	56.25	589.25
			Sr. Clerk/	Rs. 525-17-780	525.00	—	158.00	—	—	—	78.75	761.75
			Head Clerk									
			Sr. Clerk/	Rs. 525-17-780	525.00	—	158.00	—	—	—	78.75	761.75
			Head Clerk Grade I									
Tata Engineering & Locomotive Co. Ltd.	Private	Engineering	Steno- grapher	Rs. 460-15-685	460.00	—	158.00	—	—	—	54.00	672.00
			Grade-II									
			Peon/ Sweeper	N.A.	350.00	151.10	28.50	150.00	30.00	7.00	75.00	791.60
			Jr. Clerk/	„	389.00	151.10	28.50	150.00	50.00	7.00	75.00	850.60
			Typist	„	410.00	151.10	28.50	150.00	60.00	7.00	75.00	881.60
			Sr. Clerk/ Steno- grapher									
			Jr. Accounts Officer	„	750.00	123.00	28.50	350.00	90.00	35.00	75.00	1451.50

**THE ANNUAL RECURRING ADDITIONAL FINANCIAL BURDEN CREATED BY THE FINAL RECOMMENDATIONS MADE BY THE TRIBUNALS**

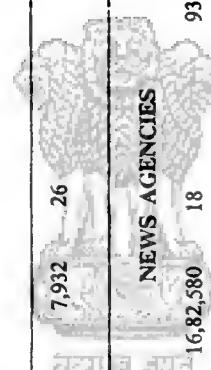
Burden including arrears on the basis of Tentative Proposals as Calculated by the Establishment from 1-1-1978 onwards	Sr. No.	Name of the Establishment and the class it is likely to fall in	Recurring annual Percentage financial burden on account of Revised Pay Scales from 1-10-79 or 1-10-80 as the case may be	Recurring annual Percentage financial burden over current wage bill	On account of HRA and/or N.S.A. from the date of implementation	Gross Profit for 1979	REMARKS
Rs. 4,67,75,406	1	Bennett, Coleman & Co. Ltd., Bombay. (IB)	79,96,140	20	31,96,140	8	413.37 The extra burden makes little impact on the finances of the establishment. Moreover, lately the price of some of its publications and the rates of advertisement have been considerably increased.
Rs. 1,68,96,073	2	Indian Express Newspapers (Bombay) Pvt. Ltd., Bombay (Including Delhi, Chandigarh and Ahmedabad). (IA)	19,89,900	17	10,99,788	9	108.50 The burden is meagre. The establishment has recently taken steps to increase the price of the papers and the rates of advertisements.
Rs. 1,26,77,115	3	The Hindustan Times Ltd., New Delhi. (IA)	10,67,870	8	12,01,354	9	119.02 The burden is meagre. The establishment has recently taken steps to increase the price of the papers and the rates of advertisements.
Rs. 94,84,204	4	Kasturi & Sons, Ltd., Madras. (I)	5,26,164	5	9,47,088	9	60.38 Hardly a burden, Hindu is at present the highest priced English Daily. From 1-4-80 it has increased its per c/cm rate by Rs. 10.
Rs. 1,67,93,920	5	The Statesman Ltd., Calcutta. (I)	25,23,084	14	9,01,092	5	54.58 Bears proportionately a higher burden, but will be within its means. One fact, however, cannot be missed. It publishes one paper at Calcutta and at New Delhi and has a total complement of 1863 employees while the Ananda Bazar Group from Calcutta publishing nearly a dozen papers with relatively higher circulation employ only 1063 people.
Rs. 39,18,000	6	Ananda Bazar Patrika Limited, Calcutta. (I)	1,15,638	1	6,36,012	5.5	51.82 Practically no impact is made by the additional burden as it is already paying higher wages.

Rs. 39,61,500	7	The Tribune Trust, Chandigarh.	6,49,558	13	44,520	1	15.51	Extra burden well within its means. All its 3 papers have increased their price and advertisement rates lately.
Rs. 64,33,809	8	The Malayala Manorama Co. Ltd., Kottayam.	5,00,184	8	—	—	33.92	The extra burden is insignificant. Yet already the price of the paper and advertisement rates have been increased.
Rs. 65,60,298	9	The Printers (Mysore) Ltd., Bangalore.	7,46,088	12	4,97,388	8	91.27	Burden vcty light. Already the price of two of its publications has been lately revised.
Rs. 43,86,895	10	Newspapers and Publications Ltd., Pana.	4,62,684	9	1,02,816	2	21.16	Burden very light. It raised the price of its dailies a few months ago & from 1-4-80 the advertisement rates of its Hindi paper.
Rs. 1,69,67,720	11	Indian Express (Madurai) Private Ltd., Madras.	22,38,227	19	9,42,372	8	97.69	Burden will be within its means. Advertisement rates increased.
Rs. 56,62,304	12	Andhra Prabha Private Ltd., Vijaywada.	5,55,456	17	2,61,384	8	23.21	Burden well within its means. The price of its paper & rates of advertisement increased recently.
Rs. 22,24,000	13	Sakal Papers Private Ltd., Pune.	2,39,964	13	1,47,672	8	26.57	Burden light. Price and advertisement rates increased recently.
Rs. 38,15,997	14	Indian National Press (Bombay) Ltd., Bombay.	5,24,436	22	47,676	2	10.08	Burden bearable. Its papers have increased their selling prices an advertisement rates recently.
Rs. 8,88,676	15	The Samaj, Cuttack	1,52,695	20	15,264	2	0.81	It has recently increased the sale price and advertisement rates from 1-4-1980; for a wage bill of over 7 lakhs, the extra burden is not much.
Rs. 38,33,710	16	Saurashtra Trust, (Janmabhoomi) Bombay.	6,40,308	22	71,136	2	8.53	Burden not excessive.
Rs. 42,84,897	17	Traders Private Ltd., Rajkot & Baroda.	4,98,312	18	55,368	2	3.18	Burden not excessive. Having regard to their wage bill of more than 27 lakhs. The burden is not much. Recently the papers increased their selling prices and lately their advertisement rates also.
Rs. 26,29,876	18	The Pioneers Ltd., Lucknow.	3,83,328	22	34,848	2	17.55	The burden is quite within its means.

1	2	3	4	5	6	7	8	9
Rs. 14,24,469	19	The Kerala Kaumudi Ltd., Trivandrum.	57,192	5	22,872	2	10.48	(Rs. in lakhs) The burden is very light.
Rs. 60,57,650	20	Ushodaya Publications Private Ltd., Hyderabad. (III)	5,61,276	22	51,024	2	1.73	Having regard to the wage bill of more than 23 lakhs, The burden is not excessive; only recently their main paper "Ennadi," which has a circulation of over 2 lakhs has increased its sale price.
Rs. 35,70,341	21	Deccan Chronicle, Secunderabad. (III)	4,77,120	22	43,368	2	0.90	Having regard to their wage bill of more than 35 lakhs the extra burden is not excessive. Recently its Deccan Chronicle has increased its selling price as well as advertisement rates. Similarly the sale price of the language paper 'Andhra Bhoomi' has been raised.
Rs. 57,16,236	22	Associated Journals Ltd., Lucknow. (III)	12,40,800	22	1,12,800	2	24.92 (Loss)	This group has to tighten up its administration. For a wage bill of more than 64 lakhs the burden is not excessive.
Rs. 22,40,772	23	Andhra Printers Limited Vijayawada. (III)	2,62,824	22	23,832	2	1.68	Having regard to the wage bill of more than 17 lacks, the burden is not excessive. Its publications are progressively grossing more and more revenues having achieved over 700% rise over its gross revenue of 1967.
Rs. 58,66,000	24	The Nava Bharat Press, Nagpur. (III)	3,79,512	26	15,264	1	17.79	The burden is light.
Rs. 9,76,059	25	Saurashtra Trust, (Phulchhap), Rajkot. (IV)	96,768	11	—	—	9.78	The burden is light.
Rs. 17,13,224	26	The Nava Samaj Ltd., Nagpur. (IV)	1,92,072	28	—	—	2.67 (Loss)	Having regard to the annual wage bill of nearly 9 lacks. The burden is not excessive. Steps have been already taken to increase the sale price of its two papers and the advertisement rates of its English paper.
Rs. 3,70,789	27	The Daily Pratap, New Delhi (IV)	83,364	22	—	—	1.34	Burden not excessive. Also increased the selling price & advertisement rate recently.
Rs. 5,87,905	28	Manipal Printers & Publishers Private Ltd., Manipal. (IV)	69,972	22	—	—	5.91	Burden is light.
Rs. 33,66,680	29	The Behar Journals Limited, Patna. (IV)	3,56,148	22	—	—	7.27	The Burden within its means. The sale price of both its papers has been increased recently.

Rs. 17,07,828 30 Sakal Papers (Private) Ltd, 1,39,704 17 Separate figures for their Bombay edition not furnished. The balance sheet for both Bombay and Poona editions shows a gross profit of over 26 lakhs. The burden is very light.

Rs. 7,58,424	31 Inquilab Publications (Pvt.) Ltd, Bombay. (IV)	2,42,856	26	—	—	4.95 The burden is not excessive. They have recently increased the sale price of their evening English paper which has a very large circulation inspite of its young age.
Rs. 10,67,253	32 Associated Publishers (Madras) Ltd, Madras (Mail) (V)	2,32,476	22	—	—	8.10 This establishment has been paying an annual wage bill of Rs. 10,96,776, although its gross loss has been shown as 8,10,000. This concern has been incurring heavy losses from year to year which have risen to more than Rs. one crore as stated by the establishment. It is obvious that the news paper is conducted as a piece of luxury and therefore the additional burden will make little difference.
Rs. 3,09,407	33 Marathwada Daily, Aurangabad. (VI)	41,886	22	—	—	1.14 The burden is light. On account of the new classification it has gone one class below.
Rs. 7,06,243	34 Saureashtra Trust, (Pratap) Surat. (V)	61,860	11	—	—	3.10 The burden is light.
Rs. 10,81,054	35 Kinkoskar Press, Pune. (V)	1,96,188	24	—	—	5.04 This establishment has been paying annual wage bill of Rs. 13,48,539. The gross loss relates to the whole press. The establishment has informed that their publication division has been completely bifurcated from the press but no figures have been furnished separately to the Tribunal.

	1	2	3	4	5	6	7	8	9
Rs. 15,81,634	36	Newspapers Ltd., Allahabad.	(V)	1,02,240	24	—	—	—	(Rs. in lakhs) 1.36 Having regard to the wage bill of more (Loss) more than 7 lakhs the burden is not excessive.
Rs. 5,48,374	37	The Siasat Daily, Hyderabad.	(VI)	59,171	23	—	—	1.24	The burden is not much. It has gone one class below according to the new classi- fication.
Rs. 2,20,066	38	Saurashtra Trust, (Kutch Mirra) Bhuj.	(VII)	34,032	21	—	—	3.33	The burden is light.
Rs. 3,76,980 (for Jabalpur paper only)	39	Rashtriya Vichar Sadhana, Raipur.	(V)	1,19,080	26	—	—	0.10	The establishment has not furnished separate figures for its Raipur & Nagpur editions. Having regard to their annual wage bill of 4.58 lakhs as shown in their latest balance sheet. The burden is not excessive.
Rs. 1,693	40	Sadhuvi, Mysore.	(VII)	7,932	26	—	—	0.20	The burden is not excessive.
									
<b>NEWS AGENCIES</b>									
Rs. 52,52,200	1	The Press Trust of India Ltd., Bombay.	(I)	16,82,580	18	93,468	1	6.01	Has not furnished figures after 30-9-1979. On the figures furnished the average extra burden is 19% over the annual wage bill. As explained in the report this is not excessive.
Rs. 32,03,757	2	United News of India, New Delhi.	(II)	7,69,968	16	48,120	1	1.10	Has not furnished figures after 31-12-1978. On the figures furnished the average extra burden is 17% over the annual wage bill. As explained in the report this is not excessive.



## APPENDICES – I To VIII



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APPENDIX - I  
STATEMENT SHOWING THE MEETINGS OF THE WAGE BOARDS FOR WORKING JOURNALISTS

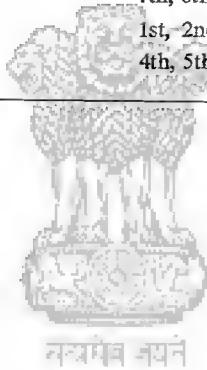
## STATEMENT SHOWING THE MEETINGS OF THE WAGE BOARDS FOR NON-JOURNALISTS

NAME	Bombay, 20th Sept. 1975											
	Chairman Shri D. G. Palekar	Secretary Shri K. R. Wazkar	Members									
Shri K. S. Deshpande	Shri Santosh Nath	Shri K. L. Kapur	Shri M. K. Rama- murti	Shri K. R. Dutt	Shri B. C. Bhagwati	Shri S. Y. Kolhatkar	Shri K. L. Kapur	Shri M. K. Rama- murti	Shri K. S. Deshpande	Shri Santosh Nath	Shri K. L. Kapur	Shri M. K. Rama- murti
Bombay, 12th Nov., 1975	Bombay, 17th Jan., 1976	Bombay, 1st March, 1976	Bombay, 2nd March, 1976	Bombay, 23rd April, 1976	Bombay, 22nd April, 1976	Bombay, 23rd March, 1976	Bombay, 7th May, 1976	Bombay, 30th June, 1976	Bombay, 3rd Sept., 1976	Bombay, 15th Jan., 1977	Bombay, 11th April, 1977	Bombay, 12th April, 1977
Bombay, 13th June, 1977	Bangalore, 14th June, 1977	Hyderabad, 17th June, 1977	Hyderabad, 18th June, 1977	Ahmedabad, 5th Aug., 1977	Ahmedabad, 6th Aug., 1977	Bombay, 14th Sept., 1977	Bombay, 15th Sept., 1977	Bombay, 27th Sept., 1977	Bombay, 29th Sept., 1977	Chandigarh, 22nd Oct., 1977	Chandigarh, 23rd Oct., 1977	Bombay, 4th Sept., 1978
Delhi, 24th November, 1977	Delhi, 25th November, 1977	Delhi, 26th November, 1977	Delhi, 27th November, 1977	Delhi, 27th November, 1977	Delhi, 28th November, 1977	Delhi, 29th November, 1977	Delhi, 27th November, 1977	Delhi, 28th November, 1977	Delhi, 27th November, 1977	Delhi, 28th November, 1977	Delhi, 27th November, 1977	Delhi, 27th November, 1977
Shri M. K. Rama- murti	Shri K. L. Kapur	Shri S. Y. Kolhatkar	Shri B. C. Bhagwati	Shri K. R. Dutt	Shri Santosh Nath	Shri K. S. Deshpande	Shri M. K. Rama- murti	Shri K. L. Kapur	Shri S. Y. Kolhatkar	Shri B. C. Bhagwati	Shri K. R. Dutt	Shri M. K. Rama- murti

APPENDIX III

LIST OF Sittings OF THE TRIBUNALS FOR WORKING JOURNALISTS & NON JOURNALIST NEWSPAPER EMPLOYEES

Sl. No.	Place of Meeting	Date of Meeting
1.	Bombay	25th & 26th April, 1979.
2.	Bombay	14th & 16th May, 1979.
3.	Madras	21st to 24th May, 1979.
4.	Bombay	18th to 20th June, 1979.
5.	Indore.	4th & 5th July, 1979.
6.	Calcutta	20th to 23rd August, 1979.
7.	Bombay	29th August, 1979.
8.	Bombay	15th to 17th October, 1979.
9.	Bombay	23rd & 24th October, 1979.
10.	Bombay	12th, 16th & 19th November, 1979.
11.	Bombay	10th to 12th December, 1979.
12.	Bombay	7th, 8th, 23rd & 24th April, 1980.
13.	Bombay	1st, 2nd & 5th to 8th May, 1980 and 21st to 24th May, 1980.
14.	Bombay	4th, 5th, 7th & 23rd, 26th, to 28th June, 1980.



APPENDIX IV

LIST OF PARTIES WHO GAVE EVIDENCE BEFORE THE WAGE BOARD FOR NON JOURNALIST NEWSPAPER EMPLOYEES

No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative
<b>PLACE : NEW DELHI DATE : 12-4-1977</b>		
1.	Delhi State Newspaper Employees Federation, New Delhi ..	Shri Romesh Pathak, Adviser Shri J.N. Sharma. Shri C.B. Thakur. Shri J. Shriraman. Shri R.N. Kapur. Shri Chandan Lal. Shri Issar Ali. Shri M.L. Talwar. Shri S. Kumar.
<b>13-4-1977</b>		
2.	Indian & Eastern Newspaper Society, New Delhi ..	Shri M. Yunus Dehlvi, Secretary
3.	Daily Pratap, New Delhi ..	Shri K. Narendra.
<b>14-4-1977</b>		
4.	National Herald, New Delhi ..	Shri S.K. Kohli, Branch Manager Shri K.C. Khanna, Establishment Officer
5.	Newspapers Limited, Allahabad ..	Shri L.M. Tripathi, Labour Officer Shri B.N. Jha, Accountant
<b>15-4-1977</b>		
6.	Eastern Economist, New Delhi ..	Shri R.D. Agarwala, Manager Shri M.C. Gupta, Accounts Executive
<b>PLACE : BANGALORE DATE : 13-6-1977</b>		
7.	Samyukta Karnatak Press Shrmik Sangh, Hubli ..	Shri T.A. Chavan, Advocate, President Shri R.R. Kulkarni, Vice President
8.	Karnatak Patrika (Pvt) Ltd., Bangalore— for papers:— (i) Samyukta Karnatak (Kannada/Daily) (ii) Karmaveer (Kannada/Weekly) (iii) Kasturi (Kannada/Monthly) (iv) Chitra Deep, Cine Magazine ..	Shri M.S. Srinivasrao, Secretary Shri Mohamed Shafilla, Financial Manager Shri G.H. Ghouse Mohinuddin, Personnel Manager
9.	Manipal Printers & Publishers Pvt. Ltd., Manipal— for papers:— (i) Udayavani (Kannada/Daily) (ii) Udayavani (Kannada/Weekly) (iii) Tushar (Kannada/Monthly) (iv) Udayavani (Kannada/Annual) ..	Shri K. Ramdas Shenoy, Manager

No.	Name of Organisation/Association/Federation/ individual etc.	Name and Designation of the Representative.
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10.	Bangalore Newspaper Employees Union, Bangalore	Shri M.C. Narasimhan, President
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11.	The Employees of India Express, Bangalore	Shri G.M. Venkatesh, General Secretary
		Shri G.R. Narayananappa, Secretary

12.	The Siasat (Urdu Daily), Hyderabad	Shri Ranganath, Chief Sub-Editor
		Shri Srinath K.V., Senior Clerk
		Shri Raghunath C.K., Junior Clerk
		Shri Chandru H., Compositor
		Shri Syed Salar A., Senior Operator

PLACE : HYDERABAD      DATE : 17-6-1977

13.	Eenadu (Telugu), Hyderabad	Shri Zahid Ali Khan, Managing Editor
		Shri Mustafa Ali Baig, Manager
		Shri A.M. Abdulla, Auditor

14.	The Andhra Printers Ltd.,Vijayawada— for papers:—	Shri C.H.Ramoji Rao, Chairman
	(i) Andhra Jyoti (Telugu Daily)	Shri Vengalaneedu, Business Manager
	(ii) Andhra Jyoti, Sachitravara Patrika, (Telugu/Weekly)	Shri S.R. Ramanujan, Senior Executive
		Shri Franklin James, Secretary
		Shri U.M.S. Kolluri, Accountant
		Shri N. Venkateswarlu, Business Mauager

18-6-1977

15.	The Andhra Patrika Employees' Union, Hyderabad	Shri P. Nageswara Rao, President
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16.	The Siasat (Urdu Daily), Hyderabad	Shri Zahid Ali Khan, Managing Editor
		Shri Mustafa Ali Baig, Manager
		Shri A.M.Abdulla, Auditor

17.	Eenadu (Telugu), Hyderabad	Shri Vengalaneedu, Business Manager
		Shri S.R. Ramanujan, Senior Executive
		Shri Franklin James, Secretary
		Shri U.M.S. Kolluri, Accountant

No.	Name of Organisation/Association/Federation/ individual etc.	Name and Designation of the Representative
18.	The Andhra Printers Ltd, Vijayawada— (i) Andhra Jyoti (Telugu Daily) (ii) Andhra Jyoti, Sachitravara Patrika (Telugu/Weekly)	.. Shri N. Venkateswarlu, Business Manager
19.	The Deccan Chronicle (English Daily), Secunderabad AND The Andhra Bhoomi, Telugu Daily, Secunderabad	.. Shri K. Chenna Reddy, General Manager Shri S. Subramanyam, Personnel Manager

PLACE : AHMEDABAD DATE : 5-8-1977

20.	Indian Express Newspaper Employees' Union, Ahmedabad	.. Shri Victor Sequeira, Vice President Shri Umesh Narayan, Secretary
21.	Sandesh Ltd., Ahmedabad— for papers :— (i) Sandesh (Gujarati Daily) (ii) Sevak (Gujarati Daily) (iii) Stree (Gujarati Weekly)	.. Shri Chhotalal S. Shah, Secretary Shri Rajendra M. Kapasi, Factory Manager
22.	New Prabhat Publicity Co., Ahmedabad— for papers :— (i) Prabhat (Gujarati daily) (ii) Vyapar Udyog (Gujarati Daily)	.. Shri Gunvant K. Kothari.
23.	Indian Express Newspapers (Bombay) Ltd., Ahmedabad— for paper:— (i) Indian Express (English Daily)	.. Shri Reginald Hurry, Manager Shri S. Rajnarayan, Adviser
24.	Gujarat Mitra & Gujarat Darpan	.. Shri M.H. Shah, Adviser Shri B.K. Pandya
25.	The Times of India and Allied Publication Employees' Union, Ahmedabad	.. Shri Akil Hussain Vice President Shri Ashok C. Jain Shri W.P. Wagh Shri R.K. Midos Shri P. Joshi

PLACE : BOMBAY DATE : 14/15-9-1977

26.	Press Kamdar Sangh, Ahmedabad	.. Shri Niranjan Parikh, Vice President Shri D.M. Sant, President Shri Shantilal M. Shah, Secretary Shri Abdul Satar, Executive Member Shri Rahat Hussain. Shri Mahendra Bhatt.
27.	Dakshin Gujarat Press Kamdar Union, Ahmedabad	.. Shri Prabodh Pansey, Executive Member Shri Jagdish Shah, Executive Member Shri Niranjan Parikh, Vice President.

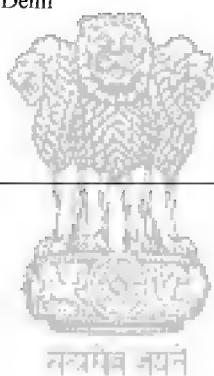
No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative
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## PLACE : CHANDIGARH DATE : 22-10-1977

28. The Tribune Workers Union, Chandigarh	..	Shri Ranbir Singh, Supervisor
		Shri H.R. Mahajan, Section Head
		Shri S.R. Bhardwaj, Section Head
		Shri Mangal Surni, Lino Operator
29. Punjab Akhabari Karmachari Union, Jullundur City	..	Shri Om Prakash, Adviser
30. The Eastern Economist Ltd., New Delhi—	..	Shri R.P. Agarwala, Manager
(i) Eastern Economist (English Weekly)		
(ii) Records & Statistics (English Quarterly)		

## PLACE : NEW DELHI DATE : 26/27-11-1977

31. All India Newspaper Employees' Federation, New Delhi	..	Shri Madan Phadnis, Secretary
		Shri K.L. Kapur, Gen. Secretary
		Shri Ashok C. Jain, Shri Newton Francis



**LIST OF PARTIES WHO GAVE EVIDENCE BEFORE THE WAGE BOARD FOR WORKING JOURNALISTS**

No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative
<b>PLACE : NEW DELHI DATE : 11-4-1977</b>		
1. The Indian Press Librarians Association, New Delhi	..	Shri Sujan Singh, General Secretary  Shri R.N. Goyal, Member
<b>12-4-1977</b>		
2. U.P. Journalists Association, New Delhi	..	Shri R.K. Avasthi, Vice President  Shri Achyutanand Misra, Member  Shri S.P. Nigam, Member  Shri Shyam Khosla, Member (Working Committee)
3. Haryana Union of Working Journalists, Haryana	..	
<b>13-4-1977</b>		
4. Delhi Journalists Association, New Delhi	..	Shri J.K. Gupta, Asstt. Editor (President)  Shri Brij Narain Aggarwal, General Secretary  Shri Ram Avtar Rastogi, Member  Shri N.K. Trikha, Member  Shri P.J. Mathew, Member  Shri R.S. Agnihotri, Member  Shri P.N. Laxmanan, Member  Shri Sujan Singh, Member  Shri M.L. Hind, Member  Shri Kapil Verma. Shri R. Prabhu.
<b>14-4-1977</b>		
5. Delhi Union of Journalists, Delhi	..	Shri J.P. Gadkari, General Secretary  Shri Suraj Prakash, Secretary  Shri L.P. Sahi, Ex. Member  Shri S.K. Shukla, Ex. Member  Shri Ramesh Pathak, Lawyer  Shri K.S. Shukla, Ex. Member

No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative
		<b>15-4-1977</b>
6.	National Union of Journalists (India), New Delhi ..	<p>Shri L. Meenakshi Sundaram, President</p> <p>Shri N.K. Trikha, Member, National Executive</p> <p>Shri Kapil Verma, Secretary General</p> <p>Shri Nitish Chakravarty.</p> <p>Shri P.J. Mathew</p> <p>Shri J.K. Gupta</p> <p>Shri R. Prabhu</p> <p>Shri Om Mehta</p>
		<b>PLACE : BANGALORE DATE : 13-6-1977</b>
7.	The Lokashikshan Trust, Hubli AND Karnatak Patrika (Pvt.) Ltd., Working Journalists Union, Hubli ..	<p>Shri S.V. Patil, President</p> <p>Shri S.K. Joshi, Vice President</p> <p>Shri Pati Achar, Secretary</p> <p>Shri Agaram Rangiah, Editor &amp; Proprietor</p> <p>Shri V. Raghurama Shetty, President</p> <p>Shri C. Sitaram, General Secretary</p> <p>Shri H.A. Muniyappa, Committee Member</p> <p>Shri H.S. Suryanarayana</p> <p>Shri R. Shamanna, Vice President</p> <p>Shri Ramanna Kodihashahalli,</p> <p>Shri S.G. Mysorenath</p> <p>Shri M.A. Jayarama Rao</p> <p>Shri N. Arjunadeva</p> <p>Shri N.V. Joshi</p> <p>Shri Ranganath</p> <p>Shri B.S. Narayana Rao</p>
8.	Sadhvi (Kannada Daily), Mysore ..	
9.	Karnatak Union of Working Journalists, Bangalore ..	
10.	The Employees of Indian Express, Bangalore ..	<p>Shri Ranganath, Chief Sub-Editor, Kannada Prabha</p> <p>Shri Srinath K.V., Senior Clerk, Accounts Section</p> <p>Shri Raghunath C.K., Junior Clerk, Accounts Section</p> <p>Shri Chandru H., Compositor (English)</p> <p>Shri Syed Salar A., Senior Operator.</p>
		<b>14-6-1977</b>
11.	Andhra Pradesh Union of Working Journalists, Hyderabad ..	<p>Shri G.S. Varadachari, Member</p> <p>Shri Prabhakar Rao, General Secretary</p>

No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative
12.	The Telangana Statement (Urdu weekly), Varangal	Shri M. Ismaili, Proprietor and Editor
13.	Eenadu (Telugu), Hyderabad	Shri C.H. Ramoji Rao, Chairman Shri Vengalaneedu, Business Manager Shri S.R. Ramanujan, Sr. Executive Shri Franklin James, Secretary Shri U.M.S. Kolluri, Accountant
14.	The Andhra Printers Ltd., Vijayawada	Shri N. Venkateswarlu, Business Manager
	(i) Andhra Jyoti, Telugu Daily	
	(ii) Andhra Jyoti Sachitravara Patrika, Telugu weekly	
15.	National Union of Journalists, Andhra Pradesh, Vijayawada	Shri S.K.V. Sharma, Secretary
16.	Eenadu (Telugu), Hyderabad	Shri Vengalaneedu, Business Manager Shri S.R. Ramanujan, Senior Executive Shri Franklin James, Secretary Shri U.M.S. Kolluri, Accountant
17.	The Andhra Printers Ltd., Vijayawada	Shri N. Venkateswarlu, Business Manager
	(i) Andhra Jyoti, Telugu Daily	
	(ii) Andhra Jyoti, Sachitravara Patrika, Telugu weekly	
18.	The Deccan Chronicle (English Daily), Secunderabad AND The Andhra Bhoomi (Telugu Daily), Secunderabad	Shri K. Chenna Reddy, General Manager Shri S. Subramanyam, Personnel Manager
	PLACE : AHMEDABAD	DATE : 6-8-1977
19.	Gujarat Journalists Union, Ahmedabad	Shri Niranjan Parikh, President Shri Ramesh Shah, Vice President Shri S. Chakrapani, Vice President Shri Victor Sequeira, General Secretary Shri Digant Oza, Member Shri Vasudev Mehta, Executive President Shri Ramnik Vora, Secretary Shri Bhaskar Upadhyaya, Executive Member Shri Kirti Khatri, Executive Member Shri N. Shah Treasurer Shri Chandrakant Shah, Member

No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative
20.	Union of Baroda Journalists, Baroda	Shri K. Vikram Rao, Correspondent (Times of India) Shri Kirit Bahtt, President
21.	Times of India and Allied Publications Employees' Union, Ahmedabad	Shri Akil Hussain Vice President Shri Ashok C. Jain Shri W.P. Wagh Shri R.K. Midos Shri P. Joshi
<b>PLACE : BOMBAY : DATE 14/15-9-1977</b>		
22.	Gujarat Journalists' Union, Ahmedabad	Shri Niranjan Parikh, President Shri Ramesh Shah, Vice President Shri S. Chakrapani, Vice President Shri Victor Sequeira General Secretary Shri Digant Oza, Member Shri Vasudeva Mehta, Ex. President Shri Ramnik Vora, Secretary Shri Bhaskar Upadhyaya, Ex. Member Shri Kirti Khatri, Ex. Member Shri N. Shah, Treasurer Shri Chandrakant Shah, Member
23.	Indian Federation of Working Journalists, Madras	Shri Niranjan Parikh, Vice President Shri Chittaranjan Alva, Secretary Shri Madhu Shetye, Member Shri Raja Kelkar, Chairman, Bombay Union of Journalists Shri Chakrapani, Gen. Secretary Vice President, Gujarat Union of Journalists Shri Mrinal Ghosh, P.T.I. Employees' Federation.
<b>27-9-1977</b>		
24.	National Union of Journalists (India), New Delhi	Shri L. Meenkahsi Sundram, President Shri Kapil Verma, Secretary General Shri N.K. Trikha Shri R.K. Awasthi
<b>28-9-1977</b>		
25.	Punjab Journalists Association, Jullundur City	Shri Om Prakash, General Secretary
26.	The Daily Pratap, New Delhi— for papers :— The Daily Pratap (Urdu/Daily)	Shri K. Narendra, Proprietor Shri C.P. Vaid, Accountant

No.	Name of Organisation/Association /Federation/individual etc.	Name and Designation of the Representative
27.	Chandigarh Union of Journalists (Journalists of Tribune)	.. Shri Prem Mohindra, Special Correspondent Shri S.S. Chawla, Special Correspondent Shri S.P. Sharma, Senior Sub-Editor Shri Pramod Narula, Proof Reader Shri S.D. Sharma, Proof Reader Shri Pradeep Mathur, Sub-Editor
		23-10-1977
28.	Punjab Working Journalists' Union, Jullundur City	.. Shri C.M. Kumbalakshmi, President, Shri Baljit Pannu, General Secretary
29.	The Hind Samachar Ltd., Jullundur City— for papers:— (i) Hind Samachar (Urdu /Daily) (ii) Punjab Kesari (Hindi/Daily)	.. Shri Romesh Chander, Chief Executive Shri Mangat Rai, Accountant
30.	The Indian & Eastern Newspaper Society, New Delhi	PLACE : DELHI DATE : 24/25/26-11-1977 Shri G.B. Pai, Senior Advocate, Supreme Court Shri K.J. John, Advocate, Supreme Court Shri K.M. Mathew Shri Basudev Ray Shri N. Murali Shri V.G. Karnik Shri S. Rajnarayan Shri G.S. Rajhans
31.	Indian Languages Newspapers Association, Bombay	25-11-1977 .. Shri Ratilal Sheth, Hon. General Secretary Shri Pratapbhai Shah, Vice President. Shri Hariprasad Nevatia, Vice President

**LIST OF PARTIES WHO GAVE EVIDENCE BEFORE THE TRIBUNALS FOR WORKING JOURNALISTS & NON-JOURNALIST NEWSPAPER EMPLOYEES**

No.	Name of Organisation/Association/Federation/ individual etc.	Names and Designation of the Representative
<b>PLACE : BOMBAY DATE 25-4-1979</b>		
1.	Shri Charles Da Cunha and Others, Library Assistants. The Indian Express Newspapers, Bombay	Shri Charles Da Cunha, Index Assistant.
2.	Shri L.N. Pai & Others, Chief Proof Readers and Proof Readers of Bennett, Coleman & Co. Ltd., Bombay	Shri S.J. Deshmukh, Advocate
3.	Shri V.J. Joseph & Others, Ludlow Operators, News Deptt., Times of India, Bombay, (Mumbai Mazdoor Sabha)	Shri V.J. Joseph, Ludlow Operator.
4.	Shri N.S. Seshan, Pensioner, Times of India, Bombay	Shri N.S. Seshan, Pensioner (Times) Shri P. Gopal Naidu, Lino Operator. Shri S.K. Sact, Former V. Lecturer in Typography, Govt. Institute of Printing, Bombay, Represented by—Shri S. J. Deshmukh, Advocate, on behalf of Mumbai Mazdoor Sabha.
5.	Shri A.A. Varghese & Others, Copy holders, Reading Section, News Deptt., The Times of India, Bombay	Shri S.J. Deshmukh, Advocate, on behalf of Mumbai Mazdoor Sabha.
6.	Shri G.K. Nair & Others, Convenor, Ad-hoc Committee of the Times Group Journalists.	Shri G.K. Nair. Shri R.K. Roy, Asstt. Editor, Economic Times. Shri Darry D'Monte Asstt. Editor, The Times of India.
7.	Shri P.S. Satgkar, No. 546 and Shri J.F. Naronha, No. 555, Microfilm Section, Reference Deptt., The Times of India, Bombay	Shri P.S. Satgkar, Shri J.F. Naronha, Represented by—Shri S.J. Deshmukh, Advocate, on behalf of Mumbai Mazdoor Sabha.
8.	Mrs. Aparna S. Kale (557) and three Others, Sr. Reference Asstt. Reference Deptt., The Times of India, Bombay	Miss V.R. Menon, Senior Reference Assistant Miss S. Ghosh, Senior Reference Assistant
9.	The Federation of P.T.I. Employees' Union, Bombay	Shri Mrinal Ghosh, General Secretary
10.	Poorni weekly, Bombay	Shri L.M. D' Costa, Manager
11.	Mumbai Mazdoor Sabha, Bombay, Representing and on behalf of employees of Bennett, Coleman & Co. Ltd., Bombay	Shri S.J. Deshmukh, Advocate, with Shri R.J. Mehta, President, Mumbai Mazdoor Sabha.
12.	Daily Hindustan, (Marathi Daily), Amravati.	Shri B.V. Marathe, Proprietor & Editor.
13.	Indian & Eastern Newspaper Society, New Delhi	Shri Chimanlal Shah, Solicitor.
14.	The Saurashtra Trust, Bombay	Shri Ratilal Sheth, Secy., S.T. & General Manager, Janmabhumi, Bombay.
15.	The Bombay Printers Ltd., Bombay	Shri Tirath Sabhani, General Manager, 'Hindustan', and Secretary, Bombay Printers Ltd.

No.	Name of Organisation/Association/Federation/ individual etc.	Names and Designation of the Representative
16.	Sakal Papers Pvt. Ltd., Pune—for— (i) Sakal—Marathi Daily, Pune (ii) Sakal—Marathi, Bombay	.. Shri S.V. Nagarkar, General Manager Shri C.H. Joshi, Accountant.
17.	The Nava Samaj Ltd., Nagpur	.. Shri M.G. Saraf, Manager & Secretary
18.	<i>Nava Bharat Press</i> : 1. The Nava-Bharat, Nagpur/Jabalpur/Bhopal/Raipur/ Indore, and 2. The M.P. Chronicle, Bhopal and Raipur	26-4-1979 Shri P.R. Maheshwari, Publisher/Partner
19.	Kirloskar Press, Pune	.. Shri M.S. Kirloskar, Vice President (Publication) Shri M.R. Sabnis, Chief Accountant Shri S.R. Kulkarni, Asstt. Accountant.
20.	The Indian Express Employees' Union (Bombay) (Under the Bombay Press Employees' Union)	.. Shri Ramchandra Mahadik—on behalf Indian Express Employees' Union, Bombay.
21.	Sports Journalists Federation of India, Bombay	.. Shri G.J. Menon, Treasurer, SJFI & Secretary.
22.	Shri Akhilesh N. Sinha and Others, Translators, Navbharat Times, C/o Times of India, Bombay	14-5-1979 .. Shri Akhilesh N. Sinha, Translator.
23.	The Times of India and Allied Publications Employees' Union, Bombay.	.. Shri M.P. More, General Secretary.
24.	Mumbai Mazdoor Sabha, Bombay	.. Shri R.J. Mehta, President,
25.	Indian Express Newspapers (Bombay) Employees' Union, Express Towers, Nariman Point, Bombay	.. Shri Vasant Pradhan, General Secretary.
26.	Bombay Union of Journalists, Bombay	.. Shri W.A. Khavale, General Secretary, BUJ.
27.	Saurashtra Trust, Bombay	.. Shri Ratilal Sheth, Secretary, S.T. & General Manager, Janmabhumi, Bombay.
28.	The Indian National Press (Bombay) Ltd., Bombay	.. Shri D.O. Sanghvi, Advocate,
29.	Bennett, Coleman & Co. Ltd., Bombay	.. Shri P.R. Krishnamurthy, Dy. General Manager and Secretary. Shri K.A. Lalchandani, Personnel Manager,
30.	Indian Express Newspapers (Bombay) Pvt. Ltd., Bombay	.. Shri K. Subramanian, Company Secretary, Shri B.S. Mahajan, Labour Officer, Shri S. Rajnarayan, Adviser
31.	The Bombay Press Employees' Union, Bombay	.. Shri M.P. Moere, Vice President.
32.	Mumbai Mazdoor Sabha, Bombay.	16-5-1979 .. Shri S. J. Deshmukh, Advocate Shri R. J. Mehta, President.

No.	Name of Organisation/Association/Federation/individual etc.	Name and Designation of the Representative.
	PLACE : MADRAS	21-5-1979
33.	Kerala Newspaper Employees' Confederation Kerala. . . . .	Shri I. S. Anantakrishnan, General Secretary, Shri P. V. Sankaranarayanan, Shri K. V. Bhaskaran Nair, Joint Secretary.
34.	Madras Union of Journalists . . . . .	Shri V. G. Prasad Rao, President Shri K. R. Parthasarathy, Secretary Shri N. Jegathesan, Ex. Committee.
35.	The Hindu Office & National Press Employees' Union, Madras . . . . .	Shri N. P. Ramajayam, General Secretary Shri P. K. Naidu, Vice President.
36.	The Mathrubhumi PTG and Publishing Co. Ltd., Calicut. . . . .	Shri M. V. Gopalakrishnan, Secretary Shri K. Narayanan, Accounts Manager.
37.	Mathrubhumi Administrative Staff Association, Calicut. . . . .	Shri K. Prabhakaran, General Secretary. Shri M. V. Radhakrishnan, Executive Member.
38.	Proof Readers Association, Indian Express, Cochin. . . . .	Shri Jacob John, Proof Reader. Shri E. R. D. Namputhiri.
39.	Kerala Union of Working Journalists. . . . .	Shri N. V. Paily. Convenor—Wage Board Sub.-Committee. Shri K. M. Roy, President. Shri Malappuram Moosa, General Secretary. Shri C. V. Papachan, Working Committee Member, Indian Federation of Working Journalists.
40.	Malayala Manorama, Kottayam. . . . .	Shri Mathew K.A. Editor. Shri M. Varghese,
41.	The Printers (Mysore) Ltd. Deccan Herald, Prajavani, Sudha, Mayura. . . . .	Shri N. S. Krishnaswamy Rao, Addl. Secretary Shri P. G. Belliappa, Finance Executive.
42.	M/s. Kerala Kaumudi (P) Ltd. . . . .	Shri M. S. Madhusoodanan, Editor & Managing Director.
43.	Dinamani—Indian Express Workers and Staff Union. . . . .	Shri N. Sundaramorthy, Secretary.
44.	The Hindu . . . . .	Shri Murali, General Manager Shri M. R. Madhavan, Personnel Manager.
45.	Madras Reporters' Guild. . . . .	Shri G. N. Srinivasan, President Shri M. Chelliah, Secretary Shri R. Rangaraj, Treasurer



22-5-1979

23-5-1979

No.	Name of Organisation/Association/Federation/individual etc.	Names and Designation of the Representative
46.	Nageswara Rao Estates(P) Ltd., Vijayawada	Shri S. Nagaraswara Rao Director Shri P. R. Ramachandran Accountant
47.	Indian Express (Madurai) Pvt. Ltd., AND Andhra Prabha Pvt. Ltd.	Shri S. Rajnarayan, Secretary Shri M. Gurudas, Asstt. Secretary.
48.	National Union of Journalists, Tamil Nadu, Madras.	Shri N. Vijayabhaskar, Leader Shri L. Meenakshi Sundaram, President (NUJ).
		24-5-1979
49.	Periodicals Association of India	Shri T. V. Ramnath. President, Shri K. K. Ram, Hon-Secretary Shri M. R. Narayanaswami, Senior Advocate
50.	The Madras Law Journal, Madras	Shri M. R. Narayanaswamy, Senior Advocate Shri Vijay Kumar, Advocate Shri M. R. Narananaswamy, Partner, MLG Office.
51.	Ramnath Publications Pvt. Ltd. 1. Pasum Padam Tamil/Monthly 2. Picture Post English/Monthly	Shri T. V. Ramanath, Managing Director Shri M. R. Narananaswami, Senior Advocate Shri K. R. Vijayakumar, Advocate
		18-6-1979
52.	Bangalore Newspaper Employees' Union, Bangalore	Shri M. C. Narasimhan, President Shri G. R. Narayanappa, General Secretary
53.	Karnatak Union of working Journalists, Bangalore.	Shri N. Arjunadeva, President Shri B. Harishchandra Bhat, General Secretary.
54.	Sakal Papers Pvt. Ltd. Employees' Union, Pune.	Shri D. S. Dsehpande, President. Shri V. S. Shinde Vice President Shri S. N. Nakharc General Secretary
55.	Saurashtra Trust Karmachari Sangh, Bombay	Shri C. P. Gaglani, Secretary of the Sangh.
56.	The Saurashtra Trust, Bombay	Shri Ratilal Sheth, Secretary
		19-6-1979
57.	The Times of India and Allied Publications Employees' Union Bombay	Shri Madan Phadnis, Vice President
58.	Bennett, Coleman & Co. Employees' Union, Delhi.	Shri N. Prasad, General Secretary.

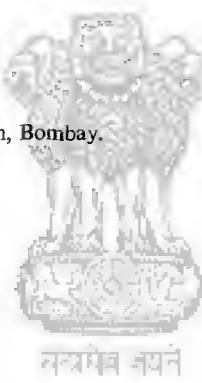
No.	Name of Organisation/Association/Federation/ Individual etc.	Names and Designation of the Representative
59.	The Times of India and Allied Publications Employees Union, Ahmedabad . . . . .	Shri Akhil Hussain, Vice President
60.	Calcutta Employees' Union of Bennett, Column & Co., Calcutta . . . . .	Shri Padmanabhan, Secretary
		20-6-1979
61.	Mumbai Mazdoor Sabha, Bombay . . . . .	Shri S. J. Deshmukh, Advocate Shri R. J. Mehta, President.
		PLACE : INDORE 4-7-1979
62.	M. P. Unions of Madhya Pradesh Working Journalists' Union . . . . .	Shri Sushil Chandra Dikshit, President Shri Jai Krishna Gour, Member, Executive Committee, MPWJO.
63.	Patrakar Sangh, (M.P.), Bhopal. . . . .	Shri Bal Mukund Bharati, President
		5-7-1979
64.	Bhopal Working Journalists' Union, Bhopal . . . . .	Shri Ganga Prasad Thakur, General Secretary
		PLACE : CALCUTTA 20-8-1979
65.	The Assam Union of Working Journalists' Gauhati (Assam) . . . . .	Shri Kamal Gogoi, Member, Working Committee. Shri Naren Bujar Barua, Vice-President, AUWJ. Shri Joy Kanta Sarma, Joint Secretary, AUWJ.
66.	Shri Haren Das & Others, Proof Readers of Assam Tribune Group of Newspapers C/o Assam Union of Working Journalists. . . . .	Shri Bhodreswar Hazarika, Proof Readers, Dainik-Assam. Shri Srikanta Kalita, Proof Reader, Assam-Tribune.
67.	The Assam Tribune Employees' Union, Gauhati. . . . .	Shri Kshetra Phukan, President. Shri Siddheswar Sarmah, General Secretary Shri Indu Bhowmik, Organising Secretary.
68.	Assam Journalists Association, Gauhati (Assam). . . . .	Shri Jyotish Barua, Gen. Secretary. Shri Premadhar Sharma, Joint Secretary. Shri L. Meenakshi Sundaram, President (NUJ) Shri P. R. Prabhu, General Secretary.
69.	The Assam Bani, Assamese/Weekly, Gauhati. . . . .	Shri P. G. Baruah, Partner.
70.	The Assam Tribune, English/Daily, Gauhati (Assam). . . . .	Shri P. G. Baruah, Partner.
71.	The Dainik Assam, Assamese/Daily Gauhati (Assam) . . . . .	Shri P. G. Baruah, Partner.
72.	The N & P Karmachari Union, C/o Newspapers & Publications Ltd., Patua. . . . .	Shri Jagadish Jha, Convenor.

No.	Name of Organisation/Association/Federation/ Individual etc.	Names and Designation of the Representative
73.	Newspapers & Publications Ltd., Patna.	Shri Satya Deo Jha, Accounts Officer. Shri Chandra Shekhar Jha, Section Head.
74.	The Samaj, Cuttack.	Shri Kishor Chandra Tripathi, Secretary. Servants of the People Society.
	21-8-1979	
75.	The Behar Journals Ltd. Employees' Union, Patna.	Shri Parameshwar Prasad Mandal, General Secretary. Shri Ram Bhushanprasad Sing, Assistant Secretary.
76.	The Bihar State Press Correspondents' Association, Patna.	Shri Baleshwar Sharma, General Secretary.
77.	The Bihar Working Journalists' Union, Patna.	Shri Durganath Jha, General Secretary, BWJU.
78.	The Bihar Journalists' Association, Patna.	Shri Mewalal Shastri, General Secretary.
79.	The Bihar Samachar Patra Karmachari Union, Patna.	Shri Saryoo Thakur.
80.	The Amrita Bazar Patrika, Jugantar, Amrita Karmachari Samity, Calcutta.	Shri Prafulla Ganguli, General Secretary.
81.	The Amrita Bazar Pvt. Ltd., Calcutta, for papers— 1. Amrita Bazar Patrika, English/Daily.	Shri S. K. Banerjee, Manager Co-ordination and Secretary.
82.	The Anand Bazar Patrika, Hindustan Standard and Desh Employees' and Workers' Union, Calcutta.	Shri Paritosh Mukherjee, Joint Secretary. Shri Swapan Kumar Dutt, Jt. Organising Secretary Shri Niranjan Halder, Representative. Shri Bidyut Banerjee, Treasurer. Shri Narayan Ganguly, Executive Member.
	22-8-1979	
83.	The Amrita Bazar Patrika, Jugantar and Amrita Employees' Union, Calcutta.	Shri Subodh Bose, President.
84.	The Anand Bazar, Hindustan Standard, Desh Employees' Union, Calcutta.	Shri Prafulla Kumar Gupta, Shri Ram Ch. Chatterji V. P. Shri Sushil Natkhar J. S. Shri Amulya Ratan Sarkar, President. Shri Arun Prakash Chatterjee, Advocate. Shri Chandrasekhar Mohapatra. Shri Chandrasekhar Mohapatra.
85.	U. P. Journalists' Association, Lucknow. Utkal Journalists' Association, Bhubaneswar.	23-8-1979
86.	The Indian Journalists' Association, Calcutta.	Shri P. R. Ganguli, Convenor, Wage Committee, I.J.A. Shri L. M. Banerjee, President, I.J.A.
87.	The West Bengal Union of Journalists, Calcutta.	Shri L. Meenakshi Sundaram, President. Shri D. Mukherjee Shri Prabhu, Secretary General. Shri K. Chowdhari. Shri A. T. Guhathakurta. Shri S. Das. Shri S. Ganguli.

No.	Name of Organisation/Association/Federation/ Individual etc.	Names and Designation of the Representative.
88.	Anand Bazar Patrika Ltd., Calcutta. . . . .	Shri P. N. Mukherjee.
89.	Shri Manoj Mohan Banerjee and Others, Proof Readers, West Bengal. . . . .	Shri Manoj Banerjee.
90.	Amrita Bazar Patrika, Calcutta. . . . .	Shri Dutt, Proof Reader Shri Subhash, Proof Reader
	PLACE : BOMBAY 29-8-1979	
91.	Bombay Mazdoor Sabha, Bombay. . . . .	Shri W. Rego Unit Secretary.
92.	The Times of India, Bombay . . . . .	Shri P. R. Krishna Moorthy, D.G.M. & Secretary. Shri K. A. Lalchandani, Personnal Manager.
	15-10-1979	
93.	All India Newspaper Employees' Federation . . . . .	Shri S. Y. Kolhatkar, President, Shri Madan Phadnis, Secretary Shri K. L. Kapur, General Secretary Shri Subodh Bose, Secretary. Shri Ram Chatterjee, Member. Shri Jayanta Dasgupta, Member. Shri G. R. Narayanappa, Member.
94.	Indian Federation of Working Journalists. . . . .	Shri P. R. Ganguli, Convenor, Sub-Wage Committee. Shri T. R. Ramaswami, President, IFWJ Shri M. K. Ramamurthi, Wage Adviser. Shri Nirajan Parikh, Vice-President, IFWJ Shri N. Prasad.
	16-10-1979	
95.	National Union of Journalists (India) . . . . .	Shri L. Meenakshi Sundaram, President. Shri Rajendra Prabhu, Secretary General Shri M. M. Roy, Office Secretary.
	17-10-1979	
96.	Bennett, Coleman & Co., Ltd., Bombay . . . . .	Shri M. S. Naik, Advocate. Shri P. R. Krishnamoorthy, Dy. General Manager & Secretary Shri K. A. Lalchandani, Personnel Manager.
	23-10-1979	
97.	Samachar Bharati, (Multilingual News Agency) . . . . .	Shri Y. S. Mulye, Bureau Manager, Bombay.

No.	Name of Organisation/Association/Federation. Individual etc.	Names and Designation of the Representative
98.	The Press Trust of India Ltd.	Shri K. N. Narayanan, Office Secretary to the Board.
99.	Federation of P.T.I. Employees' Unions.	Shri Mrinal Ghosh, General Secretary.
100.	United News of India Employees' Union, Bombay.	Shri Sekhar Seshan, General Secretary. Shri B. H. Joshi, Asstt. Secretary.
12-11-1979		
101.	Indian & Eastern Newspaper Society.	Shri C. C. Shah Solicitor. Shri S. C. Rao, Secretary. Shri K. M. Mathew, Shri Basudev Ray. Shri S. Rajnarayan. Shri P. K. Roy. Shri P. N. Mukherjee. Shri M. G. Sikka.
102.	Indian & Eastern Newspaper Society.  Bennett Coleman Co. Ltd., Bombay.  Ananda Bazar Patrika Ltd. (I.E.N.S.)  I.E.N.S.  I.E.N.S.  I.E.N.S.	C. C. Shri Shah. Solicitor. Shri M. G. Sikka. Shri P. N. Mukherjee, Personnel Manager. Shri Basudev Ray. (Statesman) Shri S. Rajnarayan, (Indian Express). Shri P. K. Roy.
16-11-1979		
103.	Indian Languages Newspapers Association	Shri Ratilal Sheth, President Shri K.M.D. Costa, Secretary Shri Mohafiz Hyder, Office Secretary
104.	National Union of Journalists (India)	Shri L. Meenakshi Sundaram, President Shri M.M. Roy, Office Secretary
19-11-1979		
105.	All India Newspaper Employees' Federation.	Shri Madan Phadnis. Shri Subodh Bose. Shri Mrinal Ghosh. Shri F. Mendes.
10-12-1979		
106.	United News of India.	Shri G.G. Mirchandani, Editor, General Manager, UNI, Delhi.
107.	Federation of P.T.I. Employees' Unions.	Shri M.K. Ramamurthy, President Shri M.K. Ghosh, General Secretary.

No.	Name of Organisation/Association/Federation/individual etc.	Names and Designation of the Representative.
		<b>11-12-1979</b>
108.	Press Trust of India.	Shri C.C. Shah, Solicitor
		<b>12-12-1979</b>
109.	UNI Employees' Union, Bombay.	Shri Sekhar Seshan, General Secretary
110.	Indian Federation of Working Journalists.	Shri Madan Phadnis, Shri Niranjan Parikh, Vice President, IFWJ.
		<b>7-4-1980</b>
111.	The All India Newspaper Employees' Federation, Delhi.	Shri S.Y. Kolhatkar, President Shri K.L. Kapur, General Secretary Shri Subhodh Bose, Secretary Shri G. Narayanappa, Member, Executive Committee.
112.	The United news of India Employees' Union, Bombay.	Shri Sekhar Seshan, General Secretary, UNIEU, Bombay. Shri Vishnu Makhijani, General Secretary Shri B.A. Desai, Advocate
113.	United News of India.	Shri G.G. Mirchandani, Editor and General Manager
114.	Federation of Press Trust of India Employees' Union, Bombay.	Shri M.K. Ramamurthi, President Shri Mrinal Ghosh, General Secretary Shri D.V. Desai, Vice President
115.	The Behar Journals Ltd., Patna.	Shri N.C. Shah, Advocate Shri O.P. Khaitan, Advocate Shri O.P. Junjhunvala, Chief Executive
116.	The Hindustan Times Ltd., New Delhi.	Shri N.C. Shah, Advocate , Shri O.P. Khaitan, Advocate Dr. Raj Hans, Dy. General Manager Shri Naresh Mohan, Administrative Manager
117.	The Statesman Limited, Calcutta.	Shri J.F. Dastoor, Chief Accountant.
		<b>8-4-1980</b>
118.	Press Trust of India Ltd., Bombay.	Shri K.N. Narayanan, Secretary
119.	The National Union of Journalists, New Delhi.	Shri L. Meenakshi Sundaram, President , NUJ. Shri M.M. Roy, Secretary
		<b>23-4-1980</b>
120.	The United News of India Employees' Union, Bombay.	Shri Sekhar Seshan, General Secretary, UNIEU, Bombay. Shri Vishnu Makhijani, General Secretary, UNIEU, Delhi. Shri B.A. Desai, Advocate



No.	Name of Organisation/Association/Federation/ individual etc.	Name and Designation of the Representative
121.	United News of India.	.. Shri G.G. Mirchandani, Editor and General Manager,
122.	Press Trust of India.	.. Shri C.C. Shah, Solicitor
123.	Hindustan Samachar.	.. Shri S.L. Joshi, Accounts Officer
124.	The Indian and Eastern Newspaper Society	.. Shri C.C. Shah, Solicitor Shri P.K. Roy. Shri S.C. Roy.
		24-4-1980
125.	Indian Language Newspapers Association, Bombay.	.. Shri L.M.D' Costa, Hon. Gen. Secretary, ILRA. Shri M.S. Kirloskar, Executive Committee, Member, ILRA. Shri Pratap T. Shah, Vice President Shri K.S. Deshpande, Vice President
126.	National Union of Journalists.	.. Shri L. Meenakshi Sundaram, President, NUJ. Shri R. Prabhu, Secretary General, NUJ. Shri Krishnakant. (NUJ.)
127.	Indian Federation of Working Journalists.	.. Shri T.R. Ramaswami, President Shri Niranjan Parikh, Vice President Shri P.R. Ganguli, Convenor, Wage Committee, IFWJ. Shri Purna Chandra Rao. Shri Mrinal Ghosh, General Secretary Shri Durganath Jha, Shri L.N. Banerjee. Shri M.K. Ganguli.
		5-5-1980
128.	The Hindustan Times Ltd., New Delhi.	.. Shri P.P. Ginwala, Barrister at Law. Shri N.C. Shah, Advocate Shri O.P. Khaitan, Advocate Shri Naresh Mohan, Administrative Manager Dr. G.S. Rajhans, Dy. General Manager
129.	The Hindustan Times Employees' Union.	.. Shri Chand Joshi.
130.	The Statesman Ltd.	.. Shri Basudeb Ray, Manager, Law & Planning Shri S.C. Bhattacharya, Manager, Administrative and Personnel. Shri J.F. Dastoor, Chief Accountant

No.	Name of Organisation/Association/Federation/Individual etc.	Names and Designation of the Representative
131.	Ananda Bazar Patrika Ltd.	Shri Parbatinath Mukerji, Personnel Manager
		7-5-1980
132.	The Tribune Trust, Chandigarh	Shri R.R. Sharma, General Manager
133.	Daily Pratap, New Delhi	Shri K. Narendra
		8-5-1980
134.	The Printers (Mysore)Ltd. (Deccan Herald, Prajavani, Sudha, Mayura)	Shri L.T. Col. C.A. Ganapathi, General Manager Shri P.G. Beliappa, Finance Executive
135.	The Nava Bharat Press, Nagpur	Shri Anand Atrey
136.	Marathwada Daily, Aurangabad	Shri K.S. Deshpande Manager
		21-5-1980
137.	Mathrubhumi, Calicut	Shri M.P. Veerendra Kumar, Managing Director Shri K.N. Nambissan, Accounts Manager Shri Ravindranath, Repr., Bombay
138.	Kasturi & Sons Ltd. (The Hindu)	Shri N. Murali, General Manager
139.	The Behar Journals Ltd., Patna	Shri N. C. Shah, Advocate Shri O.P. Jhunjhunwala, Chief Executive
140.	Newspapers Limited, Allahabad	Shri N.C. Shah, Advocate Shri O.P. Jhunjhunwala, Director
141.	Associated Publishers Ltd. (The Mail)	Shri R. Vishwanathan, Group Manager—Industrial Relations Shri S. Ramasubramanian, Advocate, Madras
142.	Kirloskar Press, Poona	Shri M.S. Kirloskar, Vice President (Publications), Kirloskar Brothers Ltd., Poona
		23-5-1980
143.	Associated Journals Ltd., Lucknow (National Herald, Lucknow/New Delhi, Navjivan, Quami Awaz)	Shri N.C. Shah, Advocate Shri R.K. Mohla, Manager/Secretary
144.	The Pioneer Limited	Shri P.K. Rel,. Advocate Shri P.V. Mehta, Advocate Shri R.S. Bajaria, General Manager and Secretary
		24-5-1980
145.	Indian National Press (Bombay) Ltd.	Shri N.V. Phadke, Advocate Shri D.O. Sanghvi, Advocate Shri Poddar



No.	Name of Organisation/Association/Federation/Individual etc.	Names and Designation of the Representative
146.	Saurashtra Trust	Shri Chimanlal C. Shah, Chairman Shri Pravin Chandra V. Gandhi, Managing Trustee. Shri V. Suryanarayan, Associate Gen. Manager Shri Kiran Sheth, Chief Accountant
147.	Saurashtra Trust (Janmabhoomi)	Shri S.K. Shetye, General Secretary, S.T. Karmachari Sangh Shri Kanu Mehta, Secretary, S.T. Karamachari Sangh
		4-6-1980
148.	Mumbai Mazdoor Sabha	Shri R.J. Mehta Shri W. Rego Shri R.V. Nadkarni
149.	Bennett Coleman & Co. Ltd.	Shri P.P. Khambatta Shri K.A. Lalchandani Shri Ashok Soni
150.	Kerala Kaumudi	Shri M.S. Madhusoodanan, Managing Director
151.	Eenadu	Shri K. Srinivasamurthy
152.	Andhra Printers	Shri K. Srinivasamurthy
153.	Deccan Chronicle	Shri K. Srinivasamurthy
154.	Gujarat Journalists' Union	Shri Nirjanan Parikh Vice President
155.	Ananda Bazar, Hindustan Standard Desh Employees Union	Shri R. Chatterjee, President Shri S. Kar, Joint Secretary Shri D. Ganguly, Joint Secretary Shri S. Ghosh, Asstt. Secretary
		6-6-1980
156.	Malayaala Manorama, Kottayam	Shri K.M. Mathew Shri Rajan V. Philip
157.	'Udayavani', Kannada Daily, Manipal	Shri K.P. Pai, Resident Director
158.	The Navasamaj Ltd., Nagpur Times, Nagpur Patrika	Shri Naresh Gadre, Managing Director
		7-6-1980
159.	Sakal Papers (Pvt.) Ltd., Poona	Shri S.V. Nagarkar, General Manager & Director Shri N.D. Juvekar, Advocate Shri C.H. Joshi, Accountant
160.	Inquilab Daily, Bombay	Shri K.T. Rai, Labour Adviser Shri S.K. Desai, Personnel Department
161.	Inquilab Employees' Union	Shri Madhu Shetye, President
		23-6-1980
162.	United News of India	Shri G.G. Mirchandani, Editor & General Manager

No.	Name of Organisation/Association/Federation/Individual etc.	Names and Designation of the Representative
163.	Press Trust of India	Shri N.R. Chandran, General Manager Shri P. Unnikrishnan, Asstt. General Manager
164.	U.N.I. Employees' Union	Shri Sekhar Seshan, General Secretary
165.	The Newspaper Publications	Shri S.D. Jha, Accounts Officer Shri C.S. Jha, Head Assistant
166.	Ananda Bazar Patrika, Hindustan Standard & Desh Employees' and Workers' Union	Shri Paritosh Mukherjee, Joint Secretary Shri Bidyut Banerjee, Treasurer Shri Ritendranath Chakravarthy, Advisor
167.	Mumbai Mazdoor Sabha	Shri R.J. Mehta, President Shri N.R. Rego, Unit Secretary Shri Uttam Kamblia, Office Bearer Shri R.V. Nadkarni, Office Bearer
168.	M/s. Bennett Coleman & Co. Ltd.	Shri P.P. Khambatta Shri K.A. Lalchandani, Personnel Manager Shri M.G. Sikka, Shri M.B. Deshpande Shri P.K. Roy Shri Subodh Gose, President
169.	Amrita Bazar Patrika, Jugantar	
170.	Amrita Bazar Patrika, Jugantar and Amrita Employees' Union	
171.	Indian Express Newspapers (Bombay) Pvt. Ltd.	Shri K. Subramanian, Coy. Secretary Shri N.R. Mehta, Accountant Shri V. Subramanian, Establishment Officer
172.	Indian Express (Madurai) Private Ltd.	Shri T. Ramanan, Finance Manager
173.	Andhra Prabha Ltd.	Shri T. Ramanan, Finance Manager
174.	Traders Pvt. Ltd.	Shri R. Varadhan, Accountant Shri J.H. Dave, Office Assistant Shri Chiman Lal Shah, Counsel, Representing all the above Companies
175.	Press Trust of India	Shri N.R. Chandran, General Manager Shri P. Unnikrishnan, Asstt. General Manager
176.	Federation of P.T.I. Employees' Union	Shri Mrinal Ghosh, General Secretary
177.	Times of India and Allied Publications Employees' Union, Bombay	Shri Madan Phandis, Vice President Shri N.A. Sawant, Secretary



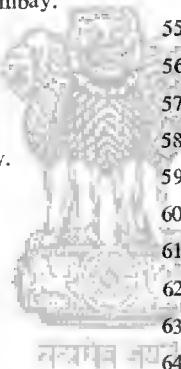
28-6-1980

## APPENDIX V

### LIST OF PARTIES WHO SENT REPLIES TO THE QUESTIONNAIRE OF THE WAGE BOARDS

#### *NEWSPAPER ESTABLISHMENTS*

1. The Statesman Ltd., Calcutta.
2. Ananda Bazar Patrika, Calcutta.
3. Assam Tribune, Gauhati.
4. Assam Bani, Gauhati.
5. Dainik Assam, Gauhati.
6. The Samaj, Cuttack.
7. Saptahik Nilachal, Maligaon, Gauhati.
8. The Janambhumi, Jorhat.
9. Capital (W.H. Targett & Co. Ltd.,) Calcutta.
10. The Newspapers and Publications Ltd., Patna.
11. The Behar Journals Ltd., Patna.
12. Bennett, Coleman & Co., Ltd., Bombay.
13. The Bombay Samachar Pvt. Ltd., Bombay.
14. Indian Express Newspapers (Bombay) (P) Ltd., Bombay.
15. Poonnari, Bombay.
16. Daily Hindustan, Amravati.
17. Nav Gomant Prakashan, Margaoa, (Goa).
18. The Indian National Press (Bombay), Ltd., Bombay.
19. The Saurashtra Trust, Bombay.
20. J.B. Marzban & Co. Pvt. Ltd., Bombay.
21. Inqlab Publications Pvt. Ltd., Bombay.
22. Sakal Papers Pvt. Ltd., Pune.
23. Kesari Maratta Trust, Pune.
24. Lokmat Newspapers Pvt. Ltd., Nagpur.
25. Marathwada, Daily, Aurangabad.
26. Kirloskar Press, Pune.
27. The Deshbandhu, Raipur.
28. Sanchar, Sholapur.
29. The Bombay Printers Ltd., Bombay.
30. Hindustan Prakashan Society (Vivek-weekly) Bombay.
31. Rashtriya Vichar, Sadhana (Yugadharma) (Hindi/Daily), Raipur.
32. Nava Bharat Press, Nagpur.
33. The Nav Samaj Ltd., Nagpur.
34. Traders Pvt. Ltd., Bombay.
35. Indian Express Newspapers (Bombay) Ltd., Ahmedabad.
36. Gujarat Mitra & Gujarat Darpan, Surat.
37. Traders Pvt. Ltd., Lokasatta, Bombay.
38. The Sandhesh Ltd., Ahmedabad.
39. The New Prabhat Publicity Co., Ahmedabad.



40. Hindustan Times Ltd., New Delhi.
41. United India Periodicals (P) Ltd., New Delhi.
42. Raisina Publications Ltd., New Delhi.
43. Daily Pratap, New Delhi.
44. The Hind Samachar Ltd., Jullundur.
45. The Tribune Trust, Chandigarh.
46. Indian Express Newspapers (Bombay) Pvt. Ltd., New Delhi.
47. The Eastern Economist Ltd., New Delhi.
48. Associated Journals Ltd., Lucknow & Delhi.
49. The Pioneer Ltd., Lucknow.
50. Newspapers Ltd., Allahabad.
51. Kasturi & Sons Ltd., Madras.
52. Kumudam Publications Pvt. Ltd., Madras.
53. Bharathan Publications Pvt. Ltd., Madras.
54. Indian Express (Madurai) Ltd., Madras.
55. The Malayala Manorama Co. Ltd., Kottayam.
56. The Express, Trichur.
57. The Kerala Kaumudi Pvt. Ltd., Trivandrum.
58. The Printers (Mysore) Ltd., Bangalore.
59. Karnatak Patrika Pvt. Ltd., Hubli.
60. Andhra Pradesh Ltd., Vijayawada.
61. Andhra Bhoomi, Secunderabad.
62. Kesari, Kozhikode.
63. The Deccan Chronicle, Secunderabad.
64. Andhra Printers Ltd., Vijayawada.
65. M/s. Nagcswara Rao Estate (P) Ltd., Vijayawada.
66. M/s. Ushodaya Publications Pvt. Ltd., Hyderabad.
67. Mathrubhumi Printing & Publishing Co. Ltd., Calicut.
68. Manipal Printers & Publishers' Pvt. Ltd., Manipal.
69. Associated Publishers' (Madras) Ltd., Madras.
70. M.M. Publications (P.) Ltd., Kottayam.
71. The Siasat Daily Hyderabad.
72. Kerala Times, Cochin.
73. Sadhvi, Mysore.
74. Vishal Karnatak, Hubli.
75. Madras Law Journal, Madras.

#### *EMPLOYERS' ORGANISATIONS*

76. The Indian & Eastern Newspaper Society, New Delhi.
77. Indian Languages Newspapers Association, Bombay.
78. The Periodicals Association of India, Madras.

**EMPLOYEES' ORGANISATIONS**

79. All India Newspaper Employees Federation, New Delhi.  
 80. The National Union of Journalists (India) New Delhi.  
 81. Indian Federation of Working Journalists, Madras.  
 82. Bihar State Press Correspondents Association, Bodh, Patna.

**UNIONS OF WORKING JOURNALISTS**

83. Bihar Working Journalists Union, Patna.  
 84. Gujarat Journalists' Union, Ahmedabad.  
 85. Punjab Journalists' Association, Jullundur City.  
 86. Indian Journalists' Association, Calcutta.  
 87. West Bengal Union of Journalists, Calcutta.  
 88. U.P. Journalists' Association, Lucknow.  
 89. Delhi Journalists Association, Delhi.  
 90. Delhi Union of Journalists, New Delhi.  
 91. Karnataka Union of Working Journalists, Bangalore.  
 92. Mysore City Editors' Association, Mysore.  
 93. National Union of Journalists (A.P. Branch) Hyderabad.  
 94. Andhra Pradesh Union of Working Journalists, Hyderabad  
 95. Union of Baroda Journalists, Baroda.  
 96. Chandigarh Union of Journalists, Chandigarh.  
 97. The Punjab Working Journalists Union, Jullundur City.  
 98. Samachar Employees—The Federation of P.T.I. Employees Union, Bombay.

**UNIONS OF NON-JOURNALIST NEWSPAPER EMPLOYEES**

99. The Indian Express Employees Union, Bombay.  
 100. The Hindu Office & National Press Employees, Union, Madras.

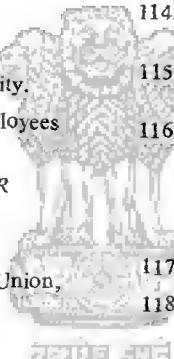
101. The Behar Journals Limited Employees Union, Patna.  
 102. N & P Karamchari Union Patna.  
 103. Amrita Bazar Patrika—Jugantar—Amrita Karmachary Samity, Calcutta.  
 104. National Organisation of Newspaper Employees, (National Organisation of Newspaper & News Agencies Employees) Calcutta.  
 105. Ananda Bazar Patrika, Hindustan Standard & Desh Employees & Workers Union, Calcutta.  
 106. Delhi State Newspaper Employees Federation, N. Delhi.  
 107. Bangalore Newspaper Employees Union, Bangalore.  
 108. Andhra Patrika Employees Union, Hyderabad.  
 109. Joint Memorandum from Indian Express Employees, Bangalore.  
 110. Dakshin Gujarat Press Karmchari Union, Surat. :  
 111. Amrita Bazar Patrika Jugantar and Amrita Employees' Union, Calcutta.

**INDIVIDUALS**

112. Shri N.S. Seshan, Bombay (Lino Operators & Lino Mechanics).  
 113. Shri Charles Da Chunha and two others (Library Assistants).  
 114. Shri A.A. Varghese & Others, Bombay, Copy Holders of Times of India, Bombay.  
 115. Shri S.G. Sirvano and Others, Lucknow, Advertisement Proof Readers, National Herald Lucknow.  
 116. Shri Surjit Singh, Company Secretary of the Tribune, Chandigarh.

**NEWS AGENCIES**

117. Press Trust of India, Ltd., Bombay.  
 118. United News of India, New Delhi.

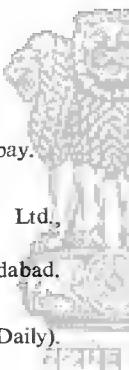


## APPENDIX VI

### LIST SHOWING THE PARTIES WHO SENT UPTODATE ADDITIONAL INFORMATION ON REQUEST MADE BY THE TRIBUNAL

#### *NEWSPAPER ESTABLISHMENTS*

1. The Printers (Mysore) Ltd., Bangalore.
2. The Tribune Trust, Chandigarh.
3. The Bombay Printers Ltd., Bombay.
4. The Nava Samaj Ltd., (Nagpur Times) Nagpur.
5. Swadhin Patrika & Swadhin Barta, Kharagpur, Midnapur, (West Bengal).
6. The Kesari, Malayalam/Weekly, Calicut.
7. The Malayala Manorama Co. Ltd., Kottayam.
8. Sakal Papers Private Ltd., Pune.
9. Lokmat Newspapers Private Ltd., Nagpur.
10. Nageshwara Rao Estates Private Ltd., Vijayawada, (Andhra Patrika).
11. The Nava Bharat Press, Nagpur (The Nava Bharat), (Hindi/Daily).
12. Marathwada Daily, Aurangabad.
13. The Statesman Ltd., Calcutta.
14. The Samaj, Cuttack.
15. The Daily Hindustan, Amravati.
16. The Indian National Press (Bombay) Ltd., Bombay.
17. The Madras Law Journal Office, Madras.
18. Indian Express Newspapers (Bombay) Private Ltd., Bombay.
19. Traders Private Ltd., Bombay. (Janasatta), Ahmedabad.
20. The Eastern Economists Ltd, New Delhi.
21. Kerala Times, Ernakulam, Cochin, (Malayalam/Daily).
22. Andhra Prabha Pvt. Ltd., Vijayawada.
23. Indian Express (Madurai) Pvt. Ltd., Madras.
24. The Mathrubhumi Printing & Publishing Co. Ltd., Calicut.
25. Ushodaya Publications Pvt. Ltd., Hyderabad. (EENADU-Telugu/Daily).
26. Traders Private Ltd. Bombay, (Lokasatta), Baroda.
27. Saurashtra Trust, Bombay.
28. Bennett, Coleman & Co., Ltd., Bombay.
29. Poinnari, Bombay, Konkani/Weekly.
30. Indian Express Newspapers (Bombay) Pvt. Ltd., Ahmedabad.
31. The Newspapers & Publications Ltd., Patna.
32. Kasturi & Sons Ltd., Madras.
33. Kumudam Publications Pvt. Ltd., Madras.
34. The Periodicals Associations of India, Madras.
35. The Press Trust of India, Bombay.
36. Rashtriya Vichar Sadhana, Raipur, M.P. (Yugadharma-Hindi/Daily).



37. Indian Express Newspapers (Bombay) Ltd., New Delhi.
38. Associated Publishers (Madras) Ltd., Madras, (Mail).
39. The Hindustan Times Ltd., New Delhi.
40. The Pioneer Ltd., Lucknow.
41. Ananda Bazar Patrika Ltd., Calcutta.
42. Malabar Mail, Cochin, (Malayalam/Daily).
43. The Siasat Daily, Hyderabad, (Urdu/Daily).

#### *FEDERATION OF EMPLOYEES*

44. All India Newspapers Employees Federation, New Delhi.
45. Indian Federation of Working Journalists, Madras.
46. National Union of Journalists (India), Madras.

#### *FEDERATION OF EMPLOYERS*

47. Indian & Eastern Newspaper Society, New Delhi.
48. Indian Languages Newspapers Association, Bombay.

#### *UNIONS OF WORKING JOURNALISTS*

49. National Union of Journalists (India) Madras.
50. Assam Union of Working Journalists, Gauhati, Assam.
51. West Bengal Union of Journalists, Calcutta.
52. Indian Journalists Association, Calcutta.
53. The Bihar Working Journalists Union, Madras.
54. Sports Journalists Federation of India, New Delhi.
55. Bombay Union of Journalists, Bombay.
56. Madras Union of Journalists, Madras.
57. National Union of Journalists, Madras.
58. The Kerala Union of Working Journalists, Madras.
59. Indian Federation of Working Journalists, Calcutta.

#### *UNION OF NON-JOURNALISTS*

60. Anand Bazar, Hindustan Standard, Desh Employees' Union, Calcutta.
61. The Statesman Clerical Staff Union, Calcutta.
62. Assam Tribune Employees' Union, Assam.
63. Amrita Bazar Patrika-Jugantar-Amrita Karmachari Samity, Calcutta.
64. Ananda Bazar Patrika, Hindustan Standard & Desh Employees & Workers Union, Calcutta.
65. The Behar Journals Limited Employees' Union, Patna.
66. Mumbai Mazdoor Sabha, Bombay.
67. The N & P Karmachari Union, Patna.
68. The Times of India & Allied Publications Employees' Union, Bombay.
69. Saurashtra Trust Karmachari Sangh, Bombay.
70. Kesari Mahratta Kamgar Union, Pune,

- 71. Sakal Papers Pvt. Ltd., Employees' Union, Pune.
- 72. United News of India Employees Union, New Delhi.
- 73. The Malayala Manorama Non-Journalist Employees' Union, Kottayam.
- 74. Dinamani—Indian Express Workers' & Staff Union, Madras.
- 75. The Hindu Office & National Press Employees Union, Madras.
- 76. Mathrubhumi Administrative Staff Association, Calicut.
- 77. Kerala Newspaper Employees Confederation, Calicut.
- 81. Mrs. Aparna S. Kale and Others. Sr. Reference Asstt. Times of India, Bombay.
- 82. Shri L.N. Pai, The Association of Proof Readers, Times of India, Bombay.
- 83. Shri Naren Das & Others, Proof Readers of Assam Tribune Group of Newspapers, Assam.
- 84. Shri Manoj Mohan Banerjee & Others, Proof Readers of West Bengal.
- 85. Kerala Teleprinter Operators Forum, Indian Express, Cochin.
- 86. Mrs. Rekha V. Chitnis & Others, Translators, Maharashtra Times, Bombay.
- 87. Shri K.R. Wadhwani, Sports Journalists Federation of India, Indian Express, New Delhi.
- 88. Shri G.K. Nair, Ad Hoc Committee of the Times Group of Journalists Forum, Times of India, Bombay.

*INDIVIDUALS*

- 78. Proof Readers Association, Indian Express, Cochin.
- 79. Shri P.S. Satghar & Shri J.F. Naronha, Microfilm Section, Times of India, Bombay.
- 80. Shri A. Shankar Madavan, Madras.



APPENDIX VII

**LIST OF REPRESENTATIONS AND MEMOS FILED BY THE INDIAN & EASTERN NEWSPAPER SOCIETY**

1. Memorandum Submitted by IENS to the Wage Board for Non Journalist (Newspaper Employees on Interim rates of Wages.
2. Memorandum submitted by IENS to the Wage Board for Working Journalists on Interim rates of wages.
3. Reply of IENS to the replies to the Questionnaire submitted by IFWJ on interim rate of wages.
4. IENS reply to Questionnaire of Wage Board for Working Journalists on Interim rates of wages.
5. Memorandum submitted by IENS to The Wage Board for Non Journalist Newspaper Employees in the matter of fixation of wage rate for Non Journalists Newspaper Employees.
6. Memorandum submitted by IENS to The Wage Board for Working Journalists in the matter of fixation of wage rates for working journalists.
7. Supplementary Memorandum submitted by IENS to the Wage Board for Working Journalists in the matter of fixation of wage rates for Working Journalists.
8. Memorandum submitted by the IENS before the Tribunals for Working Journalists and Non Journalist newspaper employees in the matter of fixation or revision of rates and wages for Working Journalists and Non journalists Newspaper Employees. (Vol. I and Vol. II).
9. Rejoinder of the IENS to the Supplementary statement cases etc. filed by the All India Newspaper Employees Federation.
10. Rejonder & additional material filed by the IENS to Tribunals for Working Journalists and Non Journalist Newspaper Employees.
11. Additional submissions and material filed by the IENS to the Tribunals for Working Journalists and Non-Journalist Newspaper Employees.
12. Additional documents filed by the IENS with the Tribunals for Working Journalists & Non Journalist Newspaper Employees.
13. Comments of the IENS on the Tentative Proposals of the Tribunals for Working Journalists & Non Journalist Newspaper Employees.



**LIST OF REPRESENTATIONS AND MEMOS FILED BY THE INDIAN LANGUAGES NEWSPAPERS  
ASSOCIATION**

1. Memorandum dated 2nd January, 1976, to the Wage Board for Non Journalist Newspaper Employees.
2. Memorandum in December 1977, to the Wage Boards for Working Journalists & Non Journalist Newspaper Employees.
3. Memorandum dated 8th November, 1979, to the Wage Tribunals for Working Journalists and Non Journalist Newspaper Employees.
4. Memorandum dated 31st March, 1980, to the Wage Tribunals for Working Journalists and Non Journalist Newspaper Employees.



## LIST OF REPRESENTATIONS AND MEMOS FILED BY THE NATIONAL UNION OF JOURNALISTS (INDIA)

1. Memorandum and reply to the questionnaire for interim relief, submitted within the prescribed date.
2. Representation and reply to the questionnaire of the then Wage Board for final recommendations—submitted within the prescribed date.
3. Supplementary memorandum dated 27-9-1977 to the Wage Board for Working Journalists.
4. Representation to the Hon'ble Tribunal and reply to the Questionnaire—submitted within the prescribed date.
5. Supplementary memorandum (yellow book with analysis of balance sheets) to the Hon'ble Tribunal submitted in September, 1979.
6. Supplementary memorandum with scales of pay etc. submitted in November, 1977.
7. Note submitted in November during the sittings containing names of establishments paying the same scale of pay treating their units as one establishment and other particulars.
8. Additional information on points raised during oral submissions in October, 1979 forward in December, 1979.
9. Circulation figures for January—June, 1979 submitted in January, 1980.
10. Reply statement dated January 28, 1980 to the additional information given by the Indian & Eastern Newspaper Society.
11. Comments on tentative proposals dated 30-3-1980.
12. Note on financial position of news agencies and other matters dated 21-4-1980.
13. Reply statement to the comments of the Indian & Eastern Newspaper Society, on tentative proposals submitted on May 9, 1980, and select charts on Bennett Coleman and Co.
14. Burden analysis statement dated 21-5-1980.



**LIST OF REPRESENTATIONS AND MEMOS FILED BY THE INDIAN FEDERATION OF WORKING JOURNALISTS**

1. Memorandum statement of case and replies to the Questionnaire Part-II (1976).
2. Memorandum on Interim Relief date May 7, 1976.
3. Supplementary memorandum on interim rates of wages date July 29, 1976.
4. Supplementary Memorandum dated 16th May, 1977.
5. Preliminary submission date September 27, 1977.
6. Final submissions October, 1979.
7. Supplementary memorandum October, 1979.
8. Final submissions on Tentative proposals 30th March, 1980.
9. Citations and quotations,—30th March, 1980.
10. Working paper on oral submission April, 29, 1980.
11. Comments on burden charts.



## **LIST OF REPRESENTATIONS AND MEMOS FILED BY THE ALL INDIA NEWSPAPER EMPLOYEES FEDERATION**

1. Memorandum in justification of the AINEF demand for the payment of interim relief dated 23-12-1975.
2. Memorandum statement of case and replies to the questionnaire dated 31-12-1976.
3. Documents dated 26-11-1977 submitted during the wage board's sitting in Delhi when it heard preliminary submissions of AINEF on November 27th and 28th, 1977.
4. Supplementary Memorandum statement of case and statistics (Vol. I) dated August 17, 1979.
5. Supplementary Memorandum statement of case and statistics (Vol. II) dated August 17, 1979.
6. Additional material submitted at the time of oral hearing on November 12, 1979.
7. New Additional material regards Times of India wages, etc. submitted at the time of November 12, 1979 hearing, alongwith grouping of categories and suggested pay scales.
8. Comments on tentative proposals dated 31-3-1980.
9. Our reply to IENS comments on tentative proposals dated 26-4-1980.
10. Chart in regard to Classes I, II, III and IV of newspaper establishments showing percentage increase in existing wages as a result of the Shinde Wage Award and the Hon'ble Tribunals tentative proposals (a comparison) at the start of the wage structure, dated May 1, 1980.
11. Statement showing payment of additional interim relief, increase in circulation during July—December, 1979 as compared to same period in 1978, and enhanced circulation and advertisement rates and their cumulative effect, dated June 21, 1980.
12. Comments on burden charts.



**MEMORANDA RECEIVED FROM NEWS AGENCIES AND THEIR EMPLOYEES' FEDERATIONS/UNIONS**

**PRESS TRUST OF INDIA LTD., BOMBAY**

1. Memorandum dated 4th June, 1979.
2. Replies to the questionnaire dated 5-11-1979.
3. Submissions in reply to the supplementary memorandum of the Federation of Press Trust of India employees' Unions.
4. Submissions in reply to the memorandum dated 5th April, 1980 submitted by the Federation of P.T.I. Employees' Union.
5. Submissions on the revised Tentative Proposals for News Agency Employees dated 21st June, 1980.
6. Financial Burden Charts.

**UNITED NEWS OF INDIA, NEW DELHI**

1. Reply to Questionnaire.
2. Memorandum of submissions on the revised Tentative Proposals of the Tribunal on 5th May, 1980. Submitted in June, 1980.
3. Financial Burden charts.

**THE FEDERATION OF P. T. I. EMPLOYEES' UNION,  
BOMBAY**

1. Supplementary memorandum (Vol. I), dated 12th November, 1979.

2. Supplementary memorandum (Vol. II) dated 10th December, 1979.
3. Comments and memorandum on Tentative Proposals made by the Tribunal dated 5th April, 1980.
4. Fresh material submitted at the time of hearing on 22nd April, 1980.
5. Memorandum and comments on the revised Tentative Proposals for Journalists and Non Journalist Employees of News Agencies dated 20th June, 1980.
6. Comments on P. T. I.'s submissions of 21st June, 1980 and letter of 25th June, 1980 revising upwards the News Agency's Burden statement dated 27th June, 1980.

**UNITED NEWS OF INDIA EMPLOYEES' UNION,  
BOMBAY**

1. Submission to the Tribunal.
2. Supplementary Memorandum dated 12th November, 1979.
3. Comments on the Revised Tentative Proposals dated 20th May, 1980.

**FEDERATION OF UNITED NEWS OF INDIA  
EMPLOYEES' UNION, NEW DELHI**

1. Supplementary submissions dated 19th April, 1980.



APPENDIX VIII

OFFICERS AND STAFF OF THE WAGE BOARDS' AND TRIBUNALS' SECRETARIAT

Sr. No.	Name of Officers	Designation	Period	Sr. No.	Name of Officers	Designation	Period
1.	Shri A.N. Biswas, I.A.A.S.	Assessor	From 19-6-1979	4.	Shri A.V. Pande	Lower Division Clerk	From 21-10-1975 to 31-8-1976
2.	Shri K.R. Wazkar	Secretary Advisor	From 6-9-1975 to 31-12-1977 From 16-3-1979	5.	Shri M. Raman Kutty	Stenographer	From 1-9-1976
3.	Shri K.S. Rama Iyer	Administrative Officer	From 15-3-1976	6.	Shri K.V. Mir- chandaney	Upper Division Clerk	From 17-12-1975
4.	Shri H.A. Sathe	Research Officer	From 9-11-1979	7.	Mrs. J.R. Dhotre	Upper Division Clerk	From 4-3-1976
<b>Names of Members of the Staff</b>							
1.	Smt. J.K. Karandikar	Investigator Gr. II Investigator Gr. I	From 7-11-1975 to 30-11-1976 From 1-12-1976	9.	Miss Anna Rodrigues	Lower Division Clerk	From 4-4-1977
2.	Shri R.A. Pitale	Investigator Gr. II	From 19-4-1976	10.	Shri A.N. Pati	Lower Division Clerk	From 7-11-1977
3.	Shri S.S. Majgaonkar	P. A. to Chairman	From 2-1-1976	11.	Shri P.K. Dukhande	Daftary	From 16-2-1976
				12.	Shri R.D. Gunja	Peon	From 7-7-1976
				13.	Shri S.M. Salvi	Peon	From 11-5-1978

